



# Building Leaders

## Part 1 Defining and Discerning the Leader

### I. Introduction

It is God's will that His church grows in both quality and quantity. In order for any church to reach their full potential, there must be a strong healthy leadership team that understands their primary role in reproducing themselves into the lives of those entrusted to their care. A leadership team must not just build to meet the demands of those currently in their care, but build a leadership pipeline that is prepared to reach the multitudes coming their way. The focus of this session will be to give each leader practical steps to developing leaders and in turn, building and expanding the church.

#### A. Summary

1. It is God's will that His church expands and grows.
2. As it grows, His will is that it grows in both quality and quantity.
3. God desire is to use us to do it! Growing and expanding the church must be strategic. Being busy isn't enough, having vision isn't enough, being unified is not enough, only praying isn't even enough, and all combined is not enough. Building also requires strategy and action.
4. In order for it to grow in this manner, there needs to be healthy leaders in every tier of leadership in which to effectively pastor and grow the people.
5. As we grow, the burden lands on us to insure that we are reproducing ourselves and developing more healthy leaders at every level to reach the increasing number of people coming our way.
6. Growth will always cease where leadership is the weakest. If we don't reproduce, we fail to grow.
7. Therefore, we must make it our primary aim to build & reproduce leaders who'll grow the church

The Command to Reproduce:

[Matthew 28:19-20](#) Therefore, go (as you are going) and **make disciples** of all the nations, baptizing them in the name of the Father and the Son and the Holy Spirit. **Teach** these new **disciples** to obey all the commands I have given you.

The term "disciples" was the most popular name for the early believers. Being a disciple meant more than being a convert or a church member. Apprentice might be an equivalent term. A disciple attached himself to a teacher, identified with him, learned from him, and lived with him. He learned, not simply by listening, but also by doing. A REAL KEY!

[Ephesians 4:11-12](#) Now these are the gifts Christ gave to the church: the apostles, the prophets, the evangelists, and the pastors and teachers. Their responsibility is to equip God's people to do his work and build up the church, the body of Christ.

Their role is to prepare, make ready, equip all God's people to DO the work of building the church, expanding the kingdom, reproducing themselves.

[2 Timothy 2:2](#) You have heard me teach things that have been confirmed by many reliable witnesses. Now teach these truths to other trustworthy people who will be able to pass them on to others.



8. These scriptures are filled with action words and strategic guidance. We have to move beyond doing the work to reproducing workers that will do the work!
9. Being busy and working hard doesn't necessarily equate to fruitfulness! Are we fruitful?
10. Pastor Frank has challenged us to find our "OTHER" & to begin reproducing ourselves in every aspect.

#Difference between and Doer and an Equipper:

Charles Finney during his entire lifetime was able to see approximately 250,000 people come to Christ through his meetings and crusades. He dedicated his life to preaching the gospel, and on many occasions he conducted up to 30 meetings in one week. He truly was a good leader.

William Booth understood reproduction and approached evangelism a little bit different. He was an equipper. As the founder of Salvation Army, Booth was committed to raising up an army to preach the gospel. With this approach was able to see 250,000 people come to Christ in just four short years between 1881 and 1885. Today there is still evidence of his passion to reproduce leaders exists. (Be like Willy). In 2005 alone, the Salvation Army saw nearly 30 million people attend their public meetings. In the United States alone, they were able to serve more than 35 million people through a variety of programs including basic social services, holiday assistance, substance abuse programs, medical care, transportation assistance, day care and senior citizen's assistance. They provided more than 60 million meals, provided lodging for 11 million people & have distributed tangible items such as clothing to 22 million people. He understood the power of reproduction. His influence exceeded his lifetime.

11. The reality of shifting from doing only, to equipping others to do the work is dependent on us. We have to have an effective strategy and then implement it! We can 'do' the work of ten people or 'equip' ten people to do the work; the choice is ours. All boils down to strategy.

## B. Intro to Session

Let's begin by asking ourselves some very basic, obvious, yet crucial questions:

1. What is vision of our church? Why do we exist? Why are you here? Why are we killing ourselves? What is the fruit? Are we winning? How do we measure our success? Could we do better?
2. What strategies are in place to move every person from visiting to FDF (Fully devoted Follower)?
3. What role do each of us play individually and departmentally in the process of development?
4. Four Realities of CBC Leadership Pipeline are:
  - a. The church has great momentum and potential to grow exponentially.
  - b. Our growth potential supersedes current leadership's ability to grow exponentially.  
Q- What has got us this here this far won't necessarily get us to where we need to be.
  - c. There is a crucial need for Strategic Proactive Leadership Pipeline in every ministry area.
  - d. It will take every person to multiply and develop leadership pipeline.



## C. The Leadership Cycle Process

There is an age old debate on whether leaders are born or made. I think there is an element of truth to both sides of the argument. Obviously, there are certain traits and qualities that God places in the life a person, but those qualities also must be developed. Scripture further points us towards the idea that this development of a potential leader usually happens beyond the life of the individual.

Jesus was the master discipler – His process was very methodical and predictable. He sought them out, defined expectations, discerned their weaknesses and strengths, developed them and then deployed them. All built on relationships. He had a strategic process of building leaders.



1. Relationship was the foundation – No leader was ever developed in the Bible without meaningful relationships in place. Development of a leader always stretched beyond a knowledge only strategy. There was a three fold cord of relationships, equipping and experience. Relationships were established with common vision and purpose.

[Mark 3:14](#) He appointed twelve—designating them apostles—that they might be with him and that he might send them out to preach. (Relationship with a purpose)

2. #1 - Define the Leader – He had a clear vision as to what he was going to build. He knew what it would take in order to fulfill the vision. He knew the type of leaders needed and their knowledge, skill and maturity BEFORE He even began his selection process. He knew the “WHAT” before He selected the “WHO.”

[Luke 5:11](#) Don't be afraid, from now on you will be fishers of men.

3. #2 - Discern the Leader – He would then select the leader and begin to discern where their strengths and weaknesses were in comparison to what He desired to build.

4. #3 - Develop the Leader – His diagnosis of each person then set him on a path to begin the personal development of each person. Each leader was handled differently based upon their personal strengths and weaknesses. (Peter vs. John. James vs. Thomas, etc. )

5. #4 - Deploy the Leader – As He developed them, His goal was to then release them into fulfilling the call of God on their lives. He set them into action! THEY WERE TO REPRODUCE.

[Luke 10:1](#) The Lord now chose seventy-two other disciples and sent them (*deployed them*) ahead in pairs to all the towns and places he planned to visit.

[Mark 16:15, 20](#) And then he told them, “Go into all the world and preach the Good News to everyone...And the disciples went everywhere and preached, and the Lord worked through them, confirming what they said by many miraculous signs.

Building a leadership pipeline strategy was critical to his ministry and to the advancement of the church. We all should be following this pattern to build the church God has called us to build; every department, every ministry, and every leader.

## II. Defining the Leader

In order to start this process, we are going to get very practical and discuss some ways each of us might develop a strategy for building leaders in our ministry areas:

### A. What is the purpose of your ministry?

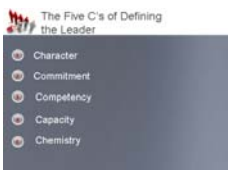
1. Jesus knew “WHAT” He was building, before He knew “WHO” He would build.
2. The first step is to define “WHAT” you are building. WHAT is the purpose of your ministry? WHAT does it do to fulfill the overall vision of the church? Can we even articulate WHAT the vision of CBC is?
3. Must be specific and definable. – Some CBC ministries are doing better than others in this area. This would be a great discussion for each ‘team of teams’ to have together.

### B. How are you going to build your team?

1. Once we have defined the “WHAT”, we can then move towards the “HOW”.
2. “HOW” will we build our team? “HOW” will we find ‘ministry partners’ to be a part of the vision? HOW will we disciple those entrusted to our care? This is the exercise of moving from philosophy to strategy. “HOW” is a strategy question.
3. There are some simple steps you can follow:
  - a. Define the structure of your ministry – Not how it is, but how it could be. Think beyond just discipling one person.
  - b. Define the role of each person – Be specific. If you can’t understand it, they never will.
  - c. Define the process and procedures – Make it clear. Define expectations. People are down on what they are not up on. Most don’t really understand what is expected of them.

### C. Who will be on your team?

1. The next step after the “WHAT” and the “HOW” is the “WHO.” Now that is clear to you as to what you are building and how you will build it, you will have a much better understanding as to “WHO” you should invest your life into.
2. WHO you select to be on your team will greatly determine the outcome of your team. You will quickly find out that people can become a great asset or a great liability, rarely both. Choose your leaders wisely! Consider the following 5 C’s in selecting ministry partners.
  - a. Character – level of maturity, integrity, value system, reputation.
  - b. Commitment – What is their track record, how much time can they commit.
  - c. Competency – level of gifts, talents, abilities and passions.
  - d. Capacity – level of leader, grace to handle the load, personality.
  - e. Chemistry – Compatible with team and culture.
3. Another key component in defining the “WHO” is to understand the blend of the following four components.





- a. Knowledge – What should they know.
- b. Experience – What should they have done.
- c. Skill – What should they be able to do.
- d. Maturity – Who should they be.

3. Let's take a few minutes and look at each of these four areas:

#### D. Knowledge – What should they know.



1. Knowledge defined – The sum of what has been discovered and learned. The state of knowing information about a specific subject or area.
2. Knowledge is an important part of a leader's life. What they know is important in fulfilling the ministry they have been called to.
3. More importantly, our "knowing what they should know" is even more important than what they personally know. We know what they should know.
4. Identifying these components are critical to the discipleship process. Experience is not enough. Character is not enough. Skills are not enough. You need them all.
5. As you begin the process of building leaders you must define the knowledge they need to be successful in the area in which they will serve.
6. Each ministry area will require a different knowledge base.
7. Here are some knowledge areas you should consider in defining your leader:
  - a. Bible Knowledge -
  - b. Church vision and values –
  - c. CBC Leadership Culture and Principles –
  - d. Specialized Training -
  - e. Personal Role and Responsibilities – Ministry descriptions
  - f. Community Standards -

#### E. Experience – What should they have done.



1. Experience defined – The active participation in events or activities, leading to the accumulation of knowledge or skill.
2. Nothing can replace experience. You can have all the training in world and still be greatly handicapped because of no real practical experience. You need knowledge, but you also need experience.
3. Different levels of experience are needed for different levels of positions.

4. Although working in ministry will give them experience, we need to make sure that we discern what level of experience is needed in an area of ministry before setting them into that area of ministry.
5. Here are some areas of experience you should consider in defining your leaders:
  - a. Ministry Experience - Worship workshops, altar work, assisting in teaching class, etc.
  - b. Work/Career Experience – Management, finance, marketing, technical, etc.
  - c. Community Experience – School board, politics, children’s organizations, fund raising, etc.
  - d. Life Experience – Mom2mom leaders, ATN Leaders, etc.

## F. Skill – What should they be able to do.



1. Skill defined - A developed gift, talent or ability.  
#Different skill set needed for every leader position
2. Here are some skills you might consider in identifying the goal of your leader:
  - a. Blend of Pastoral (Heart), Leadership (Head), and Administration (Hands).
  - b. Spiritual Gifts – Eighteen spiritual gifts; pastor, teacher, administration, evangelism, etc.
  - c. Natural Talents and Abilities – art, writing, construction, music, design, theater, etc.
  - d. Technical Skills – Computer, Groupwise, F1, College software, database, Microsoft, etc.
  - e. Specialized skills - a/v, counseling, management, accounting, teach, etc.)

## G. Maturity – Who should they be.



1. Maturity Defined – The state or quality of being fully grown and developed; naturally or spiritually.
2. There are certain levels of maturity that should be defined as to what you are expecting
  - a. Christian Foundations – Salvation, water baptism, HS Baptism, membership
  - b. Spiritual Disciplines – Prayer, bible, weekly attendance, tithing, small group, serving, etc.
  - c. Character – Attitude, behavior, speech, habits, etc.
  - d. Wisdom – decision making, problem solving, handling people, building the church.
  - e. Availability – Amount of time, days of the week, time of day, etc.

## III. Discerning the Leader

Once we have defined what we are building, how we will build it and who will be a part of it, we can take the next step in establishing a process in which to discern the development of those we lead.

### A. Develop a list of ministry positions (Discussed earlier section “HOW” are you building team)



1. Make list of all ministry positions under your care.
2. Create a process in which to define the specific knowledge, experience, skill and maturity you desire to see in each person’s life. There are many ways to accomplish this, just find something that works for you.

### B. Define the qualities for each position

1. Identify the desired components for knowledge, experience, skill and maturity.

2. Repeat this process for each of the ministry positions you oversee (different for each).

### **C. Write down names of each leader you are discipling**

1. Identify all the current leaders serving in each area and write on sheet.
2. Add names of potential leaders you will recruit to you list as well.

### **D. Discern their strengths and weaknesses.**

1. Assess each person and identify those areas that are established in their life.
2. Identify those areas that are absent or need development in their life.
3. Prioritize the list of developmental areas.
4. Transfer to your development process (next session).

These practical steps have helped us in the first two steps that Jesus took in building leaders; defining the leader and discerning the leader.

Our next session will deal with the last two components; developing the leader and deploying the leader.



# Building a Leadership Pipeline

## Part 2: Development and Deployment of the Leader

### I. Introduction

In our last session we spent time discussing the importance of moving from doing the work, to equipping others to do the work. Hopefully EVERY PERSON HERE felt the challenge to reproduce themselves regardless of where you serve! We discussed the following:

#### A. Four-fold approach used by Jesus, and covered the first two items

1. Defining the Leader
2. Discerning the Leader
3. Developing the Leader
4. Deploying the Leader

#### B. DEFINING the Leader - Three practical areas to begin the process

1. WHAT is the purpose of your ministry area?
2. HOW are you going to build your team?
3. WHO will be on your team?

#### C. Four main components to define the leadership building process

1. Knowledge
2. Experience
3. Skill
4. Maturity

#### D. DISCERNING the Leader

1. Developing a list of ministry position.
2. Defining the qualities of each position.
3. Identify the names of all those you are building.
4. Discerning the strengths and weaknesses.

### II. Developing

The third step is to move into developing the leader. This is a strategic, intentional, proactive process that moves each person from where they are currently at to where God desires them to be. As leaders, we need to speak to people as “Who they are to be,” and not just as “who they currently are.”

The development process is as much strategic as it is spiritual. We need to be led by the Spirit, we need prayer, discernment, spiritual gifts, anointing, BUT we also need strategy!

The development process begins by setting up a strategic plan for your leadership pipe line.

### III. Setting up a Strategic Plan



1. Setting up a strategic plan must begin by evaluating some personal life disciplines. The process **BEGINS WITH YOU!** One of the greatest disciplines will be centered on the issue of time.

Three questions you should ask yourself and assess:

- a. WHERE do you spend your time – meetings, projects, study, relationships, goofing off.
  - b. HOW do you spend your time – building relationships, discussing strategy, prayer, plans
  - c. with WHOM do you spend your time – VDP, new leader, existing leader, counseling, etc.
2. Simply stated, building leaders takes TIME. There is no way to short cut the process. Relationships take time, mentoring takes time, shaping and molding people just takes time.
  3. If you aren't strategic in developing a time strategy for each leader, there will always be other things that will rob you of your time. In our CBC culture, there is so much that takes place. We are all very busy and there is always something that we could be doing.
  4. Here are some practical suggestions for managing your time and strategies for developing your leaders. This section will be a little broader than just developing the leader but will also encompass our overall management of time.
  5. Here are some practical suggestions that will help you with the overall management of your time as well as developing your leaders.

#### A. Identify your meetings

Start by identifying all of the meetings you are a part of.

1. Corporate-
2. Department/Ministry –
3. Ministry Specific –

#### B. Identify individuals

1. Those you meet with – Your supervisor, pastor, ministry leader.
2. Those that meet with you – You current team and potential leaders.

#### C. Set up a system for compiling information

1. Establish a folder for every meeting you attend or run – teams and individuals.
2. Folders should be set in the following locations:
  - a. PDA
  - b. Groupwise – Memos or note pad
  - c. File Folders – in desk
3. Set up a grid for every folder
  - a. Relationship
  - b. Review
  - c. Development – projects, tasks and personal (knowledge, skill, experience, maturity).
  - d. Goals – ministry and personal

#### D. Schedule Your Meetings

1. Determine meeting cycle – The level of leader determines the frequency and length of meeting.

2. Schedule Prep Time for all meetings. Type dictates amount of time.  
Here are some items to consider in your prep time:
  - a. Prayer for meeting or individual – What is God saying? How should I approach situations?
  - b. Review personal development – Knowledge, experience, skill and maturity suggestions.
  - c. Determine priority of items to be discussed.
  - d. Have pre-determined goals in place for your leader to achieve.
  - e. Identify ways to encourage and appreciate them.
  - f. Allow time to review issues they need to discuss.

### E. Enter Information into your folders

1. There is a variety of ways you can enter information into you folders:
  - a. Annual planning
  - b. Quarterly reviews
  - c. Prep times
  - d. Whenever you get a thought throughout the day.

## IV. Developing the Leader

Once you begin spending time with your leaders/potential leaders there will be some important principles that should be a part of your leadership development strategy. These principles in your life will greatly enhance or hinder the development of the leaders under you.

### A. Don't be the lid

It is highly improbable, if not impossible to develop a leader beyond your own level of skill. It is not uncommon for leaders to develop in an area of ministry based upon existing skills and gifting. However, when the ministry grows, the leader must also grow to avoid being the one who hinders the growth. Developing the discipline of personal growth is one of the most important attributes a leader can possess.

**Philippians 3:12** Not that I have already attained, or am already perfected; but I press on, that I may lay hold of that for which Christ Jesus has also laid hold of me.

**Titus 2:7** in all things showing yourself to be pattern of good works; in doctrine showing integrity, reverence, and incorruptibility

### B. Be real

One of the greatest attributes needed to develop leaders is to be transparent and honest. All leaders make mistakes. A successful leader acknowledges their mistakes and learns from them. They also use past mistakes and experiences as tools to equip those they are leading. A leader who is real and transparent with those they lead is someone that will be admired, respected and trusted.

**1 Timothy 1:15** This is a faithful saying and worthy of all acceptance, that Christ Jesus came into the world to save sinners, of whom I am chief.

**Ephesians 3:8** Though I am the least deserving of all God's people, he graciously gave me the privilege of telling the Gentiles about the endless treasures available to them in Christ.



1 Corinthians 15:9 For I am the least of all the apostles. In fact, I'm not even worthy to be called an apostle after the way I persecuted God's church.

### C. Be an example

The quickest way to develop a leader is to be an example to them. Setting the standard for excellence must first start with the teacher, not the student. There should never be an assignment given that you are unwilling to perform yourself. Set the standard for work ethic, excellence, commitment, and follow through for your disciple.

1 Corinthians 11:1 And you should imitate me, just as I imitate Christ.

Philippians 3:17 Dear brothers and sisters, pattern your lives after mine, and learn from those who follow our example.

### D. Be a good listener

Great leaders are great listeners. Listening to what is being said, and not said is an important part of developing leaders. When you allow them to share their ideas or concerns you reinforce their importance to you and the team. Genuinely listen to the views and respond with promptly. People who feel belittled or ignored with also lose heart for the mentoring relationship as well as the ministry in which they serve.

James 1:19 Understand this, my dear brothers and sisters: You must all be quick to listen, slow to speak, and slow to get angry.

Proverbs 10:19 Too much talk leads to sin. Be sensible and keep your mouth shut.

### E. Follow through

One of the greatest breakdowns of a mentoring relationship is the lack of follow through from the mentoring person. Much trust is placed on the promises made, appointments set, and vision shared. Make it your aim to follow through with your commitments to those you lead. Your word is your bond.

2 Corinthians 1:17-18 Therefore, when I was planning this, did I do it lightly? Or the things I plan, do I plan according to the flesh, that with me there should be Yes, Yes, and No, No? But as God is faithful, our word to you was not Yes and No.

1 Timothy 3:11 Likewise, their wives must be reverent, not slanderers, temperate, faithful in all things.

## F. Set defined expectations

People are down on what they are not up on. People need clear objectives set before them if they are to achieve anything of value. Vision is never achieved accidentally, but through setting defined expectations for all who are involved. Potential leaders need definition. They need someone to assist them in defining specific growth objectives for their lives. The more specific you can be, the better chance you will have in shaping your disciple into a great leader.

**Exodus 35:1-2** Then Moses gathered all the congregation of the children of Israel together, and said to them, "These are the words which the Lord has commanded you to do: Work shall be done for six days, but the seventh day shall be a holy day for you,

**Exodus 35-40** Five chapters that give specific instructions and defined expectations for all who were involved in building the Tabernacle of Moses.

**Nehemiah 2:17** Then I said to them, "You see the distress that we are in, how Jerusalem lies waste, and its gates are burned with fire. Come and let us build the wall of Jerusalem, that we may no longer be a reproach."

**Matthew 28:19-20** Therefore, go and make disciples of all the nations, \* baptizing them in the name of the Father and the Son and the Holy Spirit. 20 Teach these new disciples to obey all the commands I have given you. And be sure of this: I am with you always, even to the end of the age."

## G. Be quick to critique and confront

 Developing the Leader

- Be quick to critique and confront
- Allow them to fail
- Release and empower
- Set the bar high
- Make relationship a priority
- Encourage them

People will never be able to change their blind spots or weaknesses without giving honest feedback. Rarely will you find a leader that has all the necessary qualities and talents working perfectly in their life. They need coaching. Most leaders avoid confrontation, simply because it is uncomfortable. However, if done properly it is a win-win situation for everyone involved. As a leader we do not have the privilege to be silent. We must be honest and truthful. We must share promptly in love. Learn to critique, confront and correct as a leader.

**Proverbs 9:8-9** But correct the wise, and they will love you. Instruct the wise, and they will be even wiser. Teach the righteous, and they will learn even more.

**Proverbs 10:17** People who accept discipline are on the pathway to life, but those who ignore correction will go astray.

**2 Corinthians 13:7** We pray to God that you will not do what is wrong by refusing our correction. I hope we won't need to demonstrate our authority when we arrive. Do the right thing before we come—even if that makes it look like we have failed to demonstrate our authority.

## H. Allow them to fail

Some of the greatest lessons learned in life come through our failures. Making mistakes have a tendency to get a person's attention rapidly. It is in those moments that a leader can either build up or crush the person who has made the mistake. A healthy culture of growth gives room for people to fail. Use failure as an opportunity to develop those you lead.

**Mark 16:7** Now go and tell his disciples, including Peter, that Jesus is going ahead of you to Galilee. You will see him there, just as he told you before he died.”

**Luke 15:20** “So he returned home to his father. And while he was still a long way off, his father saw him coming. Filled with love and compassion, he ran to his son, embraced him, and kissed him.

## **I. Release and empower**

A leader will never reach their full potential unless they are empowered to do so. People become empowered when you provide them with three things; opportunity, freedom and security. Give opportunities to those you lead. Provide them the resources to accomplish the task and then give them the freedom to be creative and take ownership, knowing that you support them wholeheartedly in their decisions.

**Luke 10:1** The Lord now chose seventy-two other disciples and sent them ahead in pairs to all the towns and places he planned to visit.

**Acts 19:22** He sent his two assistants, Timothy and Erastus, ahead to Macedonia while he stayed awhile longer in the province of Asia.

## **J. Set the bar high**

There are times you have to get people to do what they don't want to do, in order to become who they are supposed to become. The quality of a person's life is directly proportionate to their commitment to exceed daily expectations placed on them. People who are never stretched won't grow into their full God-given potential. Create a culture of excellence and demand it from all whom you lead.

**Exodus 3:10-11** Now go, for I am sending you to Pharaoh. You must lead my people Israel out of Egypt.” But Moses protested to God, “Who am I to appear before Pharaoh? Who am I to lead the people of Israel out of Egypt?”

**Matthew 14:28-29** Then Peter called to him, “Lord, if it's really you, tell me to come to you, walking on the water.” “Yes, come,” Jesus said. So Peter went over the side of the boat and walked on the water toward Jesus.

## **K. Make relationship a priority**

All great mentoring relationships have one thing in common; personal relationship. As people get to know you more, their level of loyalty, commitment and desire to follow you will increase. Take the time to get to know those you are leading beyond the scope of your ministry area. Take interest in their personal life and pay close attention to how they manage other areas of their life (family, finance, career, health, etc.)

**John 3:22** Then Jesus and his disciples left Jerusalem and went into the Judean countryside. Jesus spent some time with them there, baptizing people.

**Acts 17:1** Paul and Silas then traveled through the towns of Amphipolis and Apollonia and came to Thessalonica, where there was a Jewish synagogue. (16 times in Acts - Paul and Silas)

**Acts 13:14** But Paul and Barnabas traveled inland to Antioch of Pisidia. On the Sabbath they went to the synagogue for the services. (20 times in Acts - Paul and Barnabas)

## L. Encourage them

Encouragement has been defined as the, 'oxygen of the soul.' Too many leaders expect their people to encourage themselves, yet most people need outside encouragement to move them forward. Make it your aim to give positive reinforcement continually. Look for ways to compliment each person you lead. People need more strokes than pokes!

**1 Corinthians 16:18** They have been a wonderful encouragement to me, as they have been to you. You must show your appreciation to all who serve so well.

**2 Corinthians 7:4** I have the highest confidence in you, and I take great pride in you. You have greatly encouraged me and made me happy despite all our troubles.

**1 Thessalonians 5:11** So encourage each other and build each other up, just as you are already doing.

## M. Give them the time they need

Spending time with those you are discipling should never be viewed as a distraction, but an investment. Time is the one commodity of leadership development that cannot be ignored. The degree of time spent will have a great bearing on the pace in which someone develops. A leader who lives only for themselves is a failure, but the leader who is willing to give their time for others will truly acquire true success.

**Acts 16:40** When Paul and Silas left the prison, they returned to the home of Lydia. There they met with the believers and encouraged them once more. Then they left town.

**Galatians 2:2** While I was there I met privately with those considered to be leaders of the church and shared with them the message I had been preaching to the Gentiles. I wanted to make sure that we were in agreement, for fear that all my efforts had been wasted and I was running the race for nothing.

## N. Add Significance

Speak to people as those they are to be and not as they are. It is the role of the leader to add significance to the lives of those he leads. People want to know that what they are involved in has value. They desire to feel that their role is one of importance, and that they are a crucial part to reaching the end goal. Create a culture of significance.



## V. Deploy

The last step in the process is deploying your leaders to do the work of ministry. The other three stages exist to make the deployment phase fruitful. Deployment is not just the releasing of someone into ministry, but insuring that they are able to reproduce themselves once released.

Definition – To position troops in readiness for combat; to put into use or action.

### A. Three types of Christian leaders



1. Knowledge-oriented Christian leaders – This group of leaders are driven by position more than purpose. They spend most of their time acquiring knowledge and build their value based more on what they know, versus what they do.
2. Doing-oriented Christian leaders - This group of leaders are very committed to doing the work of the ministry. They are relentless in making sure everything gets done, but do most of the work themselves. There is a little evidence of any successor or disciples in their lives.
3. Equipping-oriented Christian leaders – This minority group understands that their primary purpose is to multiply themselves with the sole purpose of expanding the kingdom. They are not satisfied with doing the work of ministry, but are passionate about reproducing themselves into others.

### B. Multiplication is a God idea

The word multiply shows up in the first chapter of the Bible! It is a command established by God to man in the first of the nine covenants; the Edenic covenant. We then see this carried out throughout the Word to us. The command still applies and is still greatly needed.



**Genesis 1:28**, "The God blessed them, and God said to them, "Be fruitful and multiply; fill the earth and subdue it; have dominion over the fish of the sea, over the birds of the air, and over every living thing that moves on earth."

Multiply = (Hebrew) Rabah, "to bring up continually, enlarge, exceedingly increase in quantity."



**Genesis 22:17**, "blessing I will bless you, and in multiplying I will multiply your descendants as the stars of the heaven and as the sand which is on the seashore; and your descendants shall possess the gate of their enemies."

**Galatians 3:29**, "now you belong to Christ, you are Abraham's seed and heir to the same promise."

### C. Multiplication is our mandate

We have received the revelation and the promise, we now must accept the mandate! New Testament shows these principles. Look at the multiple generations of multiplication in these two verses.



**Ephesians 4:11-13**, "It was (1)he who gave some to be (2)apostles, some to be prophets, some to be evangelists, and some to be pastors and teachers, (3)to prepare God's people for (4)works of service, so that the body of Christ may be built up until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ.

2 Timothy 2:2, “And the things you have heard (1)me say in the presence of many witnesses entrust to (2)reliable men who will also be qualified to (3)teach others,”

Additional scriptures: Mark 16:15-20; Acts 1:8

1. Jesus spent more time with twelve men, than all of humanity combined!
2. Jesus method of multiplication was simple:

Jesus Method	Principle Learned
I teach, you listen	Preparation
I do, you watch	Observation
I do, you help	Cooperation
You do, I watch	Delegation
You do, I'm gone!	Multiplication

3. We too, must spend our greatest energies on building reproducing leaders not just faithful followers.

Q- “The question isn’t will our children have faith, but will our faith have children!”

3. The power of multiplication – If CBC leadership was the only believers on planet earth and reproduced annually, we would reach the entire Portland/Vancouver in just 14 years. We would reach the entire planet in just 22 years!

#### D. Moving from Maintenance to Multiplication

As leaders, we must move towards a consistent strategy of multiplication. Some leaders live in maintenance mode, it is shown by their fruit. The main goal is keep from losing ground rather than trying to make progress. That is the lowest level of leadership when it comes to the development of people and fulfillment of vision. Here are the five stages that exist from maintenance and multiplication:

##### 1. Stage 1: The Scramble Stage

About 20 percent of all leaders live on the lowest level of the development process. They are not doing anything to develop people in their organization, and as a result, their attrition rate is off the charts. They can’t seem to keep anyone they recruit. That’s why we say they’re in the scramble stage – they spend most of their time scrambling to find people to replace the ones they lose.

##### 2. Stage 2: The Survival Stage

The next stage in the development ladder is survival mode. In it, leaders do nothing to develop their people, but they do manage to keep the people they have. About 50 percent of all leaders function this way. Their organization is average, the leaders are dissatisfied, and no one is developing personal potential. No one really benefits from this approach to leadership. Everyone merely survives from day to day without much promise or hope for the future.



### **3. Stage 3: The Siphon Stage**

About 10 percent of all leaders work at developing their people into better leaders, but they neglect to build their relationship with their people. As a result, their potential leaders leave the organization to pursue other opportunities. In other words, they are siphoned off from the organization. That often leads to frustration on the part of the leader because other people benefit from their effort, and they must devote a lot of time to looking for replacements.

### **4. Stage 4: The Synergy Stage**

When leaders build strong relationships, develop people to become good leaders, empower them to reach their potential and are able to keep them in the organization, something wonderful happens. It is often called synergy, meaning that the whole is greater than the sum of its parts because the parts interact well together and create energy, progress, and momentum. A church on the synergy level has great morale and high leadership satisfaction. Everyone benefits. Only about 19 percent of all leaders reach this level, but those who do are often considered the very best there are.

### **5. Stage 5: The Significance Stage**

Many people who reach the synergy level never try to go any farther because they don't realize they can take one more step in the development process and that is to the significance level. Leaders on that level develop and reproduce leaders who stay in the organization, work to reach their potential, and in turn reproduce themselves in other leaders. And this is where influence really multiplies. Only about 1 percent of all leaders make it to this level, but the ones who do are able to tap into almost limitless growth and influences potential. A handful of leaders continually functioning on the significance level can make an impact on the world for generations to come!

Q – Robert Coleman “One must decide where he wants his ministry to count; in the momentary applause of popular recognition or in the reproduction of his life in a few chosen men who will carry on his work after he has gone. Really it is a question of which generation you are living for.”