Four Laws of Leadership

Adapted from John Maxwell’s “21 Irrefutable Laws of Leadership”

By Charles McCaul
The 21 Laws of Leadership:  
The Law of The Lid  

“The people who follow you will only rise to your level of leadership.”

Saul Failed; David Succeeded  
2 Samuel 5:1-4

Your leadership ability is like a lid and it will determine your level of effectiveness. If your leadership ability is low then you have a low effectiveness. If your leadership level is high, then you will be more effective. As an example, if your Leadership Level is an 8, then your effectiveness will never be above a 7. If you Leadership Level is a 4, then your effectiveness will never be above a 3. Your leadership level will always determine your personal effectiveness and the effectiveness of your business, organization, ministry or church.

Almost everyone can achieve success, but your personal success without leadership ability will limit you. If you have good leadership skills your success will be even greater. If you want to climb high on the ladder of success you need leadership skills. If you want to make a strong impact on the world or your area, you must have a lot of influence – and leadership is influence.

Your ability as a leader will determine your level of effectiveness.

\[\text{Effectiveness:} \]
\[\text{The ability to produce the results you desire.}\]

If you want to be as effective in the calling that God has given you, you must increase your leadership skills.

Saul Failed as a Leader

Why did Saul fail as a leader but David succeeded? The answer can be found in the Law of the Lid. Saul’s attitude was a lid that hindered him from increasing his leadership skills and rising to a high level of effectiveness. David overcame his obstacles and was very effective in his calling from God.

Look at the similar paths these men walked:

1. **Both of them received counsel from men of God.**
   The prophet, Samuel, anointed both of them. Samuel was Saul’s mentor and the prophet Nathan was David’s mentor. Two people who both have leadership potential can walk a similar path but end at different destinations because they didn’t learn from their mentor, but were stubborn or fearful. Who is your mentor?
2. **Both men faced big obstacles.**
   Every leader meets with obstacles, tests and trials. Saul and David sometimes faced the same problems. Both of these men faced the giant Goliath. Saul ran in fear and David stood in courage! What do you do when you face obstacles, tests and trials? Cry? Run? Whine? Or stand in faith and attack your problem?

3. **Both men had the choice to change and grow.**
   Both Saul and David faced their faults and sins. Saul did not humble himself and repent but made excuses (1 Samuel 15:15-23). When Nathan confronted David with his sins David humbled himself and repented. When we face our faults, weaknesses or mistakes how do we respond? With humility or pride?

**The Lids That Limited Saul**

When God chose Saul as King He removed all the outside lids from his life. He had freedom to rise to high levels; but there were many lids on the inside – his thinking and character.

1. **Fear**
   Saul began his ministry by hiding when God called him. He did not see himself as God saw him. He was afraid because he knew he lacked ability. Perhaps he was afraid because he had a low value of himself. Perhaps he didn’t want to take more responsibility.

2. **Impatience**
   Saul refused to wait for Samuel and offered an illegal sacrifice. All great leaders have a waiting period. During that waiting period God is trying to do a deep work within us and prepare the natural circumstances for us, however, if we are impatient and move forward too quickly we may abort what God is trying to do and fail to reach our potential.

3. **Denial**
   Saul continued his life as though everything was well, even after Samuel declared that God had rejected him as king. Rather than pretend a problem doesn’t exist, we have to face the problem and try to resolve it.

4. **Impulsiveness**
   Saul rashly made an oath that almost cost him the life of his son. Some of us act impulsively, without thinking through the results of what we say or do. We often pay a high price for this – some words and actions cannot be repaired. It’s better to think before we speak or act.

5. **Deceit**
   Saul offered his daughter, Michal, to David hoping the young man would die in battle to win her hand in marriage. If we can’t do what we need to do without complete integrity and honesty we should not do it at all; trust God to get you
where you need to go without deceit or compromising your integrity. God is big enough to do that!

6. Jealously
Saul became enraged when the people compared him to David, and from then on kept a jealous eye on the young man. We don’t have to compare ourselves to others when they are promoted or receive credit. Again, we need to trust God to promote and recognize us if He sees fit to do so; if not, He knows who we are and our reward will be in heaven. After all, do you do what you do for recognition or to honor Him?

7. Anger
Saul tried to kill David again and again. Uncontrolled anger will limit us in becoming all God intended us to become; it will cut off relationships and open the door for many other associated negative attitudes and mindsets.

Because Saul never removed the internal lids of his emotions, negative thinking, bad character and low value of himself he limited his leadership influence. God removed him from being a leader and he died not achieving all that God wanted him to achieve.

The Lids That Did Not Limit David

David also had a lot of lids on his life, both inside and outside, but he did not allow those lids to limit his leadership and calling from God.

1. **His family’s attitude toward him**
David’s limitations started at home. When Samuel asked Jesse to gather all his sons so God could reveal the next king of Israel, no one thought to invite David. His brothers thought no better of him than did his father. When David visited the battlefront, they scorned him. When David spoke out against Goliath’s blasphemy, his brothers insulted him and told him to go home. Sometimes it may be our parents, our siblings, our spouse or traumatic events in our childhood that limit us, but with God’s help we can overcome these obstacles and become all that God intends us to become.

2. **His leader**
Saul continually tried to sabotage David’s leadership and effectiveness. When David offered to fight Goliath, Saul told him, “You are not able to go against this Philistine to fight with him,” (1 Samuel 17:33). Then Saul tried to put his heavy armor on the boy – he certainly wasn’t going to use it! For many years Saul tried repeatedly to kill David. Sometimes those who have authority in our lives, particularly our boss, supervisor or teacher “has it in for us” or for some reason becomes what we think is an obstacle to our progress. Again, we should trust God, show respect to that leader and honor them. Pray for them and let their heart be put in God’s hands. God can work through authorities
who oppose our progress. Nothing and nobody can stop God’s will from coming to pass in our life if we are submissive to Him and walk with integrity.

3. **His background family situation**
David came from a family of poor shepherds. His father, Jesse, the Bethlehemite, lacked both lofty lineage and powerful position. David wasn’t even the eldest son in his family; seven older brothers all came before him. We should know that it doesn’t matter what kind of background we come from – God is pleased to work through those of us who have no “name” or start off with few advantages and little ability.

4. **His youthfulness and inexperience**
At the time Samuel anointed David, the boy had no experience leading anything but sheep. When he stepped forward to fight Goliath, others considered him “only a youth” and he had never fought a wartime battle. Time and again people underestimated and disrespected him. We gain experience by trying; don’t be afraid of stepping out, falling short or even failing. We can learn from our mistakes and grow from them – in that way we gain experience and respect.

**Conclusion**
Ultimately David became a great leader – yet not because he lacked limitations in life. He achieved much because he overcame obstacles. Every person has obstacles in his life; nobody is born without them, and they don’t disappear when a person receives a title, achieves a position or gets invested with power. The issue is not whether you have obstacles, but what you are going to do about them.

Your leadership ability will limit what God wants to do through you, and will limit those who are working with you.

You must increase your ability as a leader:

- Read books
- Listen to lectures
- Attend seminars
- Learn skills from leaders who have experience
The 21 Laws of Leadership: The Law of Influence

“The true measure of leadership is influence. Leaders influence people.”

Joshua grew in his level of influence
Number 13:1-33; 14:6-10; Joshua 23:1-16

Among the twelve spies who scouted the Land of Canaan only Joshua and Caleb believed that the Israelites could take the land. Joshua urged the people to move forward and take the land, but Israel didn’t follow his leadership. He did not have influence over them. Joshua was right about what Israel should do, but at this time in his life he did not have influence for the people to follow him. They followed ten other spies instead.

But as time passed and Joshua grew in his experience as a leader, Israel loved him and followed him.

The Nature of Leadership

1. Leadership is influence.
   If you don’t have influence you will never be able to lead others. Sometimes we think because a person has a title or position that person is a leader. Sometimes this is true. Even though a person has a title, others may not follow him. A leader has influence over other people’s life so they follow him. A person does not receive influence because he is appointed; a person becomes has influence over other’s lives because they respect him.

   Joshua knew the right thing to do. He knew God’s heart and he declared it to God’s people, but they did not follow him. They did not respect him as a leader. He did not yet have influence in their lives. Even though he was one leader among the top twelve leaders in Israel, he did not yet have influence so the people did not follow him.

2. Leaders do not possess influence in every area.
   Every one of the men sent into Canaan to spy the land were leaders (Numbers 13:2). That means that Joshua was a leader with some influence, but he did not have influence in every area. His influence was not stronger than the other eleven leaders.

3. We have positive and negative influence.
   If all twelve of the spies gave a positive report about Canaan Land the people of Israel would enter to take their possession. But leadership is a two-edged sword. A leader can have positive influence or negative influence. The ten unfaithful leaders used their influence to lead Israel astray.
4. **Faithful leaders use their influence to add value.**
   Some leaders who have influence use their influence to manipulate people to their own benefit. The ten spies were faithless and afraid and didn’t want to enter the land. They used their influence negatively to persuade the people not to move forward in faith and take the land. They used their influence to achieve their own benefit. (Number 13:32) But Joshua and Caleb didn’t think about their own benefit – they thought about the benefit of all the people and the glory of God. Great leaders do not look to their own benefit, but the look for the benefit of their followers.

5. **When we have influence, we also have responsibility.**
   Because of the negative report and negative influence of the ten spies, the people did not enter into all that God had for them. In fact, the ten spies and all of that generation except Caleb and Joshua, died in the wilderness. A leader must understand that his influence leads others in the right way or in the wrong way. We must be careful about how we use our influence.

**Joshua’s Influence Grew**

Many men and women who fail as a new or young leader give up. They stop trying to develop their leadership capacity. But Joshua did not give up. He committed himself to grow in his leadership capacity and the result is that his influence grew, too.

1. **Moses’ was Joshua’s mentor.** (Deuteronomy 31:1-8, 23)
   It’s important for new leaders to look for a mature leader to mentor them. Because Joshua walked with Moses in his leadership, Israel respected him and followed him. Deuteronomy 31:7

2. **In the course of time and as Joshua matured as a leader, his influence grew, too.** (Numbers 14:1-10; Joshua 23:1-16)
   In the beginning Israel did not respect or follow Joshua – he a very little influence in their lives – but as he rose as a leader and lead them to one victory after another, their respect and obedience to him grow. Joshua’s influence grew because he led Israel in victories and showed them how to solve their problems.

---

**Leaders increase their influence by accomplishing goals, gaining victories and solving problems.**

When others see that you have the ability to accomplish a goal, obtain a victory or solve a problem – especially show them how to accomplish a goal, obtain a victory or solve their problem – they will respect you and your influence in their lives will grow.

Leaders that do not lead their followers to move forward and who cannot solve problems and gain victories will not have followers!
3. Joshua’s influence grew because of the right time. (Joshua 1:16-18)
When they were standing on the border of Canaan and had many options Israel did not want to follow Joshua, but after 40 years of wandering in the wilderness they were tired and listened to him. Sometimes people do not respond to our influence because it is not the right time for them, but if we are patient, sincere and show them we have ability as a leader eventually they might respond to our leadership. (Joshua 1:16)

4. Joshua’s influence grew because he had patience and integrity. (Joshua 1:5-9)
After Israel rejected his leadership in Numbers 14, Joshua was patient and continued to develop his capacity as a leader. Even though Joshua and Caleb had faith, they suffered the consequences of the ten spies who had no faith. Joshua and Caleb wandered in the wilderness for forty years like the unbelievers. But they did not get discouraged or give up. They learned from Moses and the difficulties that they faced and he grew as a leader. Finally, his leadership and influence developed to the point that the people were ready to follow him.

5. Joshua’s influence grew because he was right. (Joshua 23:1-11)
From the beginning Joshua tried to do the right thing. He attempted to lead Israel in the way of God and in the way to receive a good benefit for them. As they stood on the border of Canaan the first time most of the people ridiculed him but we see that after 40 years his advice was true and he led God’s people into their inheritance and Israel realized he was right. I’m sure that during those years he prayed a lot for God to help him develop. He learned from his mistakes. He learned from other people’s mistakes. He learned from Moses and other leaders.

Conclusion
If you do not show the people you can accomplish goals, obtain victories and solve problems as a man of integrity they will not follow you. You will not have influence. If you do not have influence you are not a leader. But I believe you can develop your ability to lead as you learn from others, read, study, try and learn from your mistakes.
The 21 Laws of Leadership:  
The Law of Connection

“Leaders touch a heart before they ask for a hand.”

Rehoboam and the Law of Connection  
1 Kings 12:1-24

A leader cannot only connect with people when he speaks to a group – like preaching a sermon. He must connect with individuals. If a leader has a strong connection with individuals they will probably want to help the leader accomplish the task God is asking them to do. Some leaders think their followers must take the responsibility to build a relationship, but this is wrong thinking. The leader must take the responsibility to build the relationship first.

When a leader has worked hard to build relationships with his followers you see the results in the organization, business or church – the staff or church members are loyal and work hard to accomplish the task. The vision of the leader becomes their vision and they accomplish a lot for the glory of God!

Rehoboam had a lot of potential, but he did not connect with his followers  

To connect to people we must give our thoughts, emotions and time to others. We must help them trust us when they see that we really care for them as a person. In the historical story in the Bible about Rehoboam, he was appointed king of Israel after his father, Solomon, but he didn’t want to be a Servant-Leader, he wanted power and authority.

1 Kings 12:6-17

“Then King Rehoboam consulted the elders who had served his father Solomon during his lifetime. ‘How would you advise me to answer these people?’ he asked. *7They replied, ‘If today you will be a servant to these people and serve them and give them a favorable answer, they will always be your servants.’ *8But Rehoboam rejected the advice the elders gave him and consulted the young men who had grown up with him and were serving him. *He asked them, ‘What is your advice? How should we answer these people who say to me, ‘Lighten the yoke your father put on us’?’ *9The young men who had grown up with him replied, ‘These people have said to you, ‘Your father put a heavy yoke on us, but make our yoke lighter.’ Now tell them, ‘My little finger is thicker than my father’s waist. *10My father laid on you a heavy yoke; I will make it even heavier. My father scourged you with whips; I will scourge you with scorpions.’’ *12Three days later Jeroboam and all the people returned to Rehoboam, as the king had said, ‘Come back to me in three days.’ *13The king answered the people harshly. Rejecting the advice given him by the elders, *he followed the advice of the young men and said, ‘My father made your yoke heavy; I will make it even heavier. My father scourged you with whips; I will scourge you with scorpions.’ *16When all Israel saw that the king refused to listen to
them, they answered the king: “What share do we have in David, what part in Jesse’s son? To your tents, Israel! Look after your own house, David!” So the Israelites went home. 17 But as for the Israelites who were living in the towns of Judah, Rehoboam still ruled over them.

If you desire to lead a group of people into God’s plan you must connect to them. If you want them to obey God, give offerings, sacrifice their time and strength for the church and God’s plan you must have a relationship with them. They must know you care for them as an individual. This is how you must relate to your key leaders and key church members. Your key leaders must relate this same way to your church members and those they want to lead. We call this “touching their heart before you ask for their hand.” If you want to connect with others check your motives:

1. **Don’t think only about yourself.**
   Rehoboam did not think about those he was leading, he only thought about himself. People who are selfish or insecure about their identity often have a problem connecting with others. How about you? Remember that leadership is a privilege. God calls us and allows us to lead His people into His plan for their life and His Kingdom. Don’t only think about yourself, but think about the needs, hurts, hopes of those you want to follow you.

2. **Grow beyond yourself.**
   If Rehoboam had listened to the elders he would realize that he didn’t know a lot about leading others. He had a great opportunity to lead a nation into God’s purpose for them and His purpose for the world, but because he was prideful and selfish, he didn’t listen to his elders and he lost the people God have him to lead. If you want to grow beyond yourself, humble yourself and learn from others who have more experience and success.

3. **Give beyond yourself.**
   People who only think about themselves are usually people who are insecure about their identity. They have a low value of themselves so they are afraid to give to others. They want to keep everything for themselves. Rehoboam didn’t think about giving to others, he only thought about what he wanted for himself. Effective leaders must ask themselves, “What am I doing for others?” What we receive we must give out to others. Our goal as a leader is to help our business, church or organization successful, but remember that our ministry will succeed when the people we lead succeed. We must always show love, patience and encouragement to the people we need. One of our goals as a leader is to help the people who follow us really know God and walk in the destiny He has prepared for them. We want them to succeed in their family, finances, health, work and relationships with others.

If you want to be a better leader you must connect with people. You must open your heart before they will open their heart. You must give to them before they
will give to you. If you do this, they will follow you anywhere and your ministry will be successful.

“People don’t care how much you know until they know how much you are.”

**The Result of Connecting With People**

Connecting with people isn’t difficult, but it takes effort. Rehoboam is a bad example of how to connect with people. We want to do the opposite of him!

1. **People are willing to take action when you touch their heart.**
   Israel asked Rehoboam to make their hard work a little easier. He asked the advice of the elders of Israel who told him show compassion on the people and serve them, but he didn’t listen to him. Therefore, most of Israel turned away from him and sought another leader. If people know we love them and want them to be successful they will take action to work together to accomplish the goals of the church and the Kingdom. They will sacrifice for us. Do the people in your church and village know that you love them and care for them? Ask God to give you His love for His people.

2. **When you give first, people will give in return.**
   Rehoboam had many opportunities to give to the people – not money, but his compassion, concern and time – but he didn’t use those opportunities. It may be difficult to understand, but a leader receives more when he gives. This is a spiritual principle – when you give you receive back. How does a leader give to his followers?
   - Spend your time with them
   - Pray for them
   - Give them resources to be successful – knowledge, understanding, books, lessons
   - Help them connect with others who can help them
   - Give them a small offering according to your ability
   How can you give to the members of your church and your village?

3. **When you connect with an individual the crowds will notice.**
   Rehoboam was too proud to leave the palace and walk among his people. He tried to lead them from far away. We can lead people by preaching to a group, but the most effective way is to connect with them one-by-one. When we do like this the group will follow. As a Christian leader or pastor, who can you connect with this week?

4. **When you reach out to your followers, they will reach out to you back.**
   Israel went to Rehoboam, but he didn’t discern the depth of their pain and need. Sometimes people come to us but we are too busy and don’t discern the depth of
their pain and need. We don’t respond appropriately. Rehoboam didn’t have the ability to solve all of their problems, but if he had shown some compassion and tried to help them a little, they would have followed him with their whole heart. Then, when they rebelled he blamed them, but actually they rebelled because he lacked the good leadership skills to lead them. He lost the opportunity to become a great leader because he didn’t connect with his people. Ask God to help you discern the heart and depth of pain and need of the members of your church and your village.

**Four Truths About Leadership and People**

1. People are a church’s most valuable asset.
2. A leader’s most important asset is skills to connect with people.
3. A good leader can lead any kind of group, because leadership is about relating to people.
4. You cannot be a good leader unless you have skills relating to people.

**Three Ways to Think About People**

*Luke 10:30-37*

1. “I use people to accomplish my goals.” (Wrong thinking)
2. “I’m too busy for people, they bother me.” (Wrong thinking)
3. “That person may have a hurt, a problem or be lonely. God has a plan for them. I’ll try to reach out to him.” (Right thinking)

**Keys to Understanding People**

1. People are insecure. We must help them have them have confidence in God and themselves.
2. People want to feel they are special. We must honor them.
3. People worry about their future. We must give them hope.
4. People want others to know their heart. We must listen.
5. People don’t know God’s way to success. We must guide them.
6. People get discouraged. We must encourage them.
7. People want relationships with others. We must help the church become a community.
8. People want to follow a good example. We must be a good example.
Conclusion
If you are a new leader or an established leader you must connect with people if you are to succeed. The sign of a successful leader is not what he accomplishes by himself, but what he accomplishes through others? Your success as a leader will be what you accomplish through others. That will happen as you connect with people.
The 21 Laws of Leadership:  
The Law of Reproduction

“You must be a leader to develop other leaders.”

Moses and Joshua and the Law of Reproduction  
Numbers 27:18-23

Moses was a great leader and we can learn a lot from his good example. One of the most strategic actions of Moses was to train Joshua as a leader. Moses lead the people out of Egypt to the border of the land God had promised them – this was the first step – but it was Joshua who lead the people into the land to receive their inheritance – this was the second step. We must understand that God will use more than one leader to accomplish his purpose on the earth. We will do our part, but we must train others to do their part, especially the next generation.

Moses was successful in training Joshua as a leader because:

1. Moses was a good example and developed Joshua’s ability as a leader.
2. Joshua had some ability and wanted to grow as a leader.

Moses shared with Joshua everything he knew about God, people, leadership and life and taught Joshua to do everything he knew how to do:

- Lead people
- Pray
- Connect with God
- Make decisions
- Solve problems

Moses’ Process of Mentoring Joshua
Moses used the same process to train Joshua as Jesus used to train his apostles and disciples:

How to Train a Leader

1. Tell them what you want them to know.
2. Show them what you want them to do.
3. Do the work together.
4. Send them to do the work themselves.
5. Report back about their activities.
6. Appoint them to be a leader.
7. Continue in a relationship with them.
1. **Moses encouraged and affirmed Joshua.** Numbers 27:23
   It’s important to speak words of encouragement to those we are training. Tell them when they do good and they will do it again!

2. **Moses gave Joshua responsibilities according to his ability.** Numbers 27:21-22
   He allowed him to lead in small things and little by little Joshua increased his ability and grew as a leader. He was faithful in the small things so he received more and more responsibility. We must test leaders we are training to see if they are faithful in small things first.

3. **Moses gave Joshua authority to lead.** Numbers 27:20
   Moses appointed Joshua as leader in front of the people. Israel knew Joshua’s authority and the realm of his leadership. He made it clear to the people that he was giving some of his authority to Joshua and the people should respect and obey him like they respect and obey Moses.

### How People Become Leaders

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>10% of leaders become a leader because they have the natural ability to lead.</td>
</tr>
<tr>
<td>2.</td>
<td>5% of leaders become leaders because there is a crisis and they are asked to become the leader</td>
</tr>
<tr>
<td>3.</td>
<td>85% of leaders become a leader because of the positive influence of another leader</td>
</tr>
</tbody>
</table>

### We Must Train Leaders for the Next Generation

Reproducing leaders is not a quick or easy process. Reproducing leaders is similar to raising children. It takes time, sacrifice and a commitment to train the next generation. We must have a commitment to train leaders for this generation of the church and the next generation. We must teach them and show them everything we know and everything we know how to do. Also, the leaders we train need certain things from themselves, their mentor, God and the people they want to lead.

1. **What they need from themselves: Courage and Obedience**
   You cannot teach a leader everything. You cannot give them the right attitude or the will to obey or have personal discipline. You cannot make them get out of bed in the morning to pray, read or do God’s work. You cannot make them have courage to overcome fear, failure and other obstacles. A leader must find courage from his relationship with God and must make a personal decision every day to obey what he knows will give him success in his ministry.

2. **What they need from their Mentor: Equipping**
As a mentor it’s your responsibility to give to your disciple what he cannot get by himself. Here are some things that you give to him as his mentor:

- **Purpose.** Help him understand the full purpose of God, his calling and his work and how that all fits together.
- **Experience.** Give him assignments to allow him to gain experience in his ministry.
- **Evaluation.** Evaluate his progress. Tell them what they can do better or what they need to correct.
- **Time.** Spend time with him to build a close relationship. Listen to his heart, his problems. Pray with him. Advise him.
- **Encouragement.** Praise him for his successes and progress. Praise him when he does something correct. (When we praise someone for a positive action they will do that action again and again.)
- **Resources.** Give the leader you’re training the resources he needs to accomplish the task and also to help him grow as a leader.

3. **What they need from God: Vision**
   When you are first training a leader he will walk with you in your vision, but as you continue to walk together he will need to seek God for God’s vision for his life and ministry. He must find from God his own personal calling and vision.

4. **What they need from the people they lead: Agreement**
   As the leader you’re training grows in his leadership ability and has his own successes others will follow him. But it’s important for you to invest your authority in him, too. When others see that you believe in him they will believe in him, too.

---

**Multiple Leaders in Different Positions**

Chuck McCaul

My personal goal for my organization is like this:

1. Have 2-3 people as a leader or assistant leader in one position.
2. Each leader knows how to do his job and the job of 2-3 other positions.

In this way if one person leaves we have someone to take his place and the ministry doesn’t lack until we appoint a new leader for that role.
The 21 Laws of Leadership Lesson 4

Conclusion
If you are a new leader or an established leader you must connect with people if you are to succeed. The sign of a successful leader is not what he accomplishes by himself, but what he accomplishes through others? Your success as a leader will be what you accomplish through others. That will happen as you connect with people.

Keys to Understanding People

1. People are insecure. We must help them have confidence in God and themselves.
2. People want to feel they are special. We must honor them.
3. People worry about their future. We must give them hope.
4. People want others to know their heart. We must listen.
5. People don’t know God’s way to success. We must guide them.
6. People get discouraged. We must encourage them.
7. People want relationships with others. We must help the church become a community.
8. People want to follow a good example. We must be a good example.
Charles McCaul

Charles McCaul has been married to Cynthia McCaul since 1974. They have four children. After serving as an assistant pastor at Valley Christian Center in Harrisburg, Oregon for 4 years and Eugene Christian Fellowship in Eugene, Oregon for 14 years they moved their family of 4 to Phnom Penh, Cambodia in 1995 where they assisted in laying the foundations and building up what is now the largest local church in Cambodia, New Life Fellowship, and serving on the Apostolic Team of New Life Fellowship of Churches in Cambodia. Chuck is an author of more than 25 book and booklets focusing on Christian Leadership, Local Church Issues, Personal Growth and Bible-Related Studies. Many of them have been written for the Cambodian Context and have been translated into the Cambodian Language. Charles is also director of the Cambodian Leadership Institute.

Written, audio and video lessons are available from Charles at the following sites:

Email: charles.edward.mccaul@gmail.com
Facebook: Charles McCaul
Twitter: @McCaulCharles
WordPress: charlesedwardmccaul.wordpress.com
SoundCloud: Charles McCaul Mentoring Growing Leaders
YouTube: Mentoring Growing Leaders
LinkedIn: Charles McCaul

Many written, audio and video lessons are often available in both English and Khmer Language.