Becoming a Multiplying Leader

Charles McCaul

Jesus’ Method of Making Disciples
It’s important that we understand that as a Christian, church, organization or business grows there are threats. These threats are a cycle. We start new, passionate and 100% committed to our cause, but after a few years we become prosperous, satisfied and begin to lose enthusiasm for our work, ministry or life. We begin to expect more and that we deserve better. The tendency is to become lazy and apathetic. If we are a business we begin to lose customers. If we are a church we begin to lose members. If we are a Christian our faith becomes lukewarm. At that time we must renew ourselves or fail or become mediocre.

Take the Great Ephesian Church for example. At one time the apostle Paul was pastor for two years. When he was the first pastor “all Asia heard the Gospel.”

Acts 19:10-12

10-12 This went on for two years, so that all the Jews and Greeks who lived in the province of Asia heard the word of the Lord. 11 God did extraordinary miracles through Paul, 12 so that even handkerchiefs and aprons that had touched him were taken to the sick, and their illnesses were cured and the evil spirits left them.

After that Timothy was the pastor and after Timothy John the Apostle. However, after thirty years, look at their situation after they had been a church for 30 years:

Revelation 2:4-5

4 Yet I hold this against you: You have forsaken the love you had at first. 5 Consider how far you have fallen! Repent and do the things you did at first. If you do not repent, I will come to you and remove your lampstand from its place.

This is the danger for all Christians and churches. We learn how to walk with God, but it’s not from our heart. The solution: Repent! Fall on our knees and ask God to forgive us for our lukewarm heart and putting “things” and “religion” above Him.

Threats to Growing Churches

- Lukewarm heart. We lose the passion to reach lost souls and make disciples
- Prosperity that distracts us from God
- Families that distract us from God
- Staff becomes administrative rather than pastoral
- Pastors work behind desks not meet with God’s sheep
- Programs replace people
- Senior leaders stop making disciples
- Members of the church lose contact with one another because the church is so large
- Non-staff leaders are not connected with staff
- Foundational Truths and methods are not passed on to the new generation of Christians and leaders. The foundation is weakened.
We hire professionals rather than disciples born again in our church

**Becoming a Multiplying Leader**

*Matthew 28:18-20*

*2 Timothy 2:2*

Why are these biblical principles important?

- Each of us has value. We have received something from God and God wants us to give it to others. If we don’t do this the church will stagnate and eventually die.

**SHAPE**

S – Spiritual Gifts
H – Heart Motivation
A – Abilities and Skills
P – Personality
E – Experiences in Life

This SHAPE comes from God. These things make us special and unique. In order for the church to grow and mature from one generation to another we must consider ourselves as someone God can use and we have something important to pass on to others.

- Experience in life
- Specific Skills
- General Knowledge
- Bible Knowledge
- Understanding

**Obstacles to Passing on our SHAPE to the Others**

- Low value of ourselves
- We think we have nothing to give
- Too busy
- We have no heart or passion for the Kingdom of God
- We don’t know our skills or spiritual gifts
- We don’t know how to make disciples
- Lack of confidence

**Understanding Our Spiritual Gifts**

Below are 21 spiritual gifts we find in the Bible. With each one is a Bible verse, a definition and three questions to help you discover if you have this spiritual gift. Read the Bible verses first, then read the definition, then answer the questions. Ask others if they think you have this spiritual gift. Write in the box if you:

1 = Do not have the spiritual gift
2 = Have the spiritual gift some, but not strong
3 = This is a strong spiritual gift in your life

- **The Word of Wisdom**
  1 Corinthians 12:8; 1 Kings 3:16-28; Acts 15:5-27; Genesis 41:14-45
  The ability that comes from God, not your experience, to know what to do in a situation to help someone or a group solve a problem.

  1. I have spoken into situations with biblical insights that have helped people or groups solve problems.
  2. Sometimes God gives me a word or thought that has helped a person, group, business or organization solve a problem.
  3. When I’ve had personal problems or someone has told me their personal problems, I just know what they need to do to solve that problem.

- **The Word of Knowledge**
  1 Corinthians 12:8; 2 Samuel 12:1-7; Matthew 9:1-7; Acts 5:3; 20:25; 27:22-26
  The ability that comes from God to know something which we did not know before. Knowledge about a person, their problem, their sin, sickness or future. We do not study to gain this knowledge, we just know it in our spirit.

  1. People have told me that when I’ve prayed for them I’ve prayed exactly about a situation they are experiencing.
  2. Sometimes I just know something about someone, without anyone telling me.
  3. God has used me to give insight into a situation that I did not previously know about.

- **Discerning of Spirits**
  1 Corinthians 12:10; Luke 13:10-17; Acts 5:3; 8:14-24; 16:16-18
  The ability that comes from God to understand if an activity comes from God, the human spirit, an angel or a demon.

  1. People have told me that I can tell when a person is truthful or not honest.
  2. I can sense when an evil spirit is near.
  3. Sometimes when praying for people I know that an evil spirit is active in their life.

- **Faith**
  1 Corinthians 12:9; 1 Kings 18:1-46; Acts 5:1-11; Romans 4:20; Matthew 17:20
  The ability that comes from God as a special gift to believe God in unusual circumstances. This is not usual faith or faith to be saved; it is faith to know without doubting that God will do something – answer a prayer, heal the sick of do a miracle for example.

  1. There have been times when I’ve felt really confident that what I prayed for will happen.
  2. I’ve spoken to situations and declared the will of God and I’ve been very, very confident that the situation would change.
  3. I have believed God for the impossible and have seen it happen.
Gifts of Healing
1 Corinthians 12:9; Acts 3:2-8; 14:8-10; 28:8
The ability that comes from God to cure people from diseases. This happens when we lay hands on them, pray for them or command the sickness to leave.

1. People have told me that when I’ve prayed for them they have been healed.
2. I’ve seen people healed as a result of my prayers.
3. I like praying for the sick because I know God wants to heal them.

Do Miracles
1 Corinthians 12:10; 2 Kings 20:8-11; Mark 4:35-41; Acts 5:12-16; 19:11-12
The ability that comes from God to see change which cannot be done by human power. This includes healing the sick, changing nature or doing something or causing something to happen that is beyond human ability.

1. People have told me that when I prayed for them a miracle occurred.
2. I’ve seen God do amazing things that are supernatural through my prayers and declarations.
3. God has used me personally to perform supernatural signs and wonders.

Prophecy
The ability that comes from God to speak about what will happen in the future for a person, church, city, region or nation. God shows the person prophesying what will happen or what God wants to happen in the future. This gift is to encourage, guide or comfort people.

1. I’ve prayed for people and have felt like God was showing me about things He wanted to do in their life.
2. I’ve felt inspired in a church meeting to declare something I feel God wants to say to the church at that moment.
3. People have told me that when I’ve spoken a word in a church meeting or small group that they felt it was from God for them at that moment.

Various Kinds of Tongues
1 Corinthians 12:10; 1 Corinthians 14:26-27
The ability that comes from God to speak in a language which you did not study to learn in order to bring a message from God or to pray.

1. I speak in a language that I did not learn.
2. I’ve been able to communicate with people in a language I’ve never studied.
3. Sometimes I feel an urge to speak out in a language I’ve never learned during a church meeting or small group.

Interpretation of Tongues
1 Corinthians 12:10; 1 Corinthians 14:26-27
The ability from God to interpret someone who is speaking in a tongue without studying that language.
1. I have the ability to understand when someone speaks in another language.
2. I’ve been in a church or small group situation when someone is speaking in tongues and I feel I know what they are saying.
3. I have giving the meaning of what I feel someone is saying when they are speaking in tongues and others have told me it encouraged them.

**Apostle**
A calling from God to serve the church as a person who plants churches, trains leaders, lay foundational truths in the church and oversee many churches. This person is a gift to the church to help equip the church for the work of the ministry He has for the church.

1. I have a vision and desire to see churches planted in other areas and to help as a key leader to see those churches planted.
2. Other churches invite me to visit them and help them solve problems.
3. I have planted or helped plant churches.

**Prophet**
Ephesians 4:11; Ephesians 2:20; 1 Corinthians 12:28-29; Acts 11:27
A calling from God to serve the church and give a message to the church, city or nation about God’s purposes – what He wants to happen; what pleases Him or displeases Him. To give guidance to the universal and local church. This person is a gift to the church to help equip the church for the work of the ministry He has for the church.

1. I have predicted what will happen in the future and it has happened.
2. I have been invited to churches to speak to them about what God may be saying to them.
3. I’ve spoken as the “mouth of God” to important people and helped them understand God’s thoughts on the issue.

**Evangelist**
Ephesians 4:11; Acts 21:8; 2 Timothy 4:5
A calling from God to serve the church to train Christians and leaders how to preach the Gospel and reach the lost. He, himself, has the gift to preach the Gospel and reach the lost. This person is a gift to the church to help equip the church for the work of the ministry He has for the church.

1. I have personally led others to faith in Jesus Christ.
2. I like to tell other people about Jesus Christ and the Gospel.
3. Many people know Jesus because of me.

**Pastor**
Ephesians 4:11; Hebrews 13:20; 1 Peter 5:2; Psalm 23; Ezekiel 34
A calling from God to serve the church to shepherd a group of people and lead them into God’s purposes. This person is a gift to the church to help equip the church for the work of the ministry He has for the church.

1. I enjoy spending time with a group of people over a long period of time, sharing with their personal successes and failures.
2. I like meeting with small groups of people and hearing of their needs, hopes and desires.
3. I like the idea of leading a local church to discovering God’s will for them.

- **Teacher**
  Ephesians 4:11; 1 Corinthians 12:28-29; Acts 13:1-4; 2 Timothy 2:2
  A calling from God to open God’s Word and instruct others in the ways and knowledge of God to help them grow and become mature. This person is a gift to the church to help equip the church for the work of the ministry He has for the church.

  1. I like to train and equip others to study and teach the Bible.
  2. I’m often invited to seminars to teach churches and leaders.
  3. My teaching has helped leaders and others gain knowledge about the ways of God.

- **Administrations**
  1 Corinthians 12:28; Acts 27:11; Revelation 18:17
  The ability that comes from God to organize and oversee other people or a project. It is the ability to lead a group or project to achieve a goal.

  1. When I’m in a group that is making a plan, people often ask me to help organize it.
  2. When something is disorganized I know how to make it better.
  3. I enjoy organizing the details of an event or program.

- **Ruling**
  Romans 12:8; 1 Thessalonians 5:12; 1 Timothy 3:4-5 and verse 12; 5:17
  The ability that comes from God to lead, guide, and oversee other people or a project. The ability to lead a person or project to achieve its goal.

  1. When I’m in a group situation people often look to me for leadership.
  2. When I speak, people seem to listen and agree.
  3. People follow me because they know I will lead them to fulfill their goals or the organizations or businesses goals.

- **Helps**
  1 Corinthians 12:28; Hebrews 4:16; Acts 6:2; 13:5; 20:35; Luke 10:40; Romans 16:1; 1 Corinthians 16:15; Philippians 2:25
  The ability that comes from God to help other people by serving them. Everybody likes to help, but this person seems to have a special gift, desire and passion to help.
1. I like to help other people by doing their job so they can rest and renew their strength.
2. When I serve the Lord I really don’t care if people know I do it or not.
3. I enjoy doing simple tasks that others don’t like to do.

Exhortation
Romans 12:8; Acts 4:36; 11:23; 14:21-22
The ability that comes from God to encourage people who are discouraged, to build them up, to pray for them and help them with their problems.

1. I sometimes have an urge that I feel is from God to speak a word or do something to encourage others.
2. People tell me that I often encourage them when they are troubles or discouraged.
3. People seem to be motivated to do something when I speak to them.

Giving
Romans 12:8; Acts 4:34-37; 2 Corinthians 8:2; 1 Chronicles 29:1-5
The ability that comes from God to give abundantly and cheerfully to the needs of others.

1. I like to save money and organize my finances so I can help others who have a need.
2. I look forward to church offerings because I like to give.
3. I often give to people and nobody else knows about it.

Mercy
Romans 12:8; Acts 9:36
The ability from God to show special love to people who have problems or needs and not judge them. The ability from God to give advice and help people with acts of kindness.

1. I like to help people who are sick or have physical problems so they can overcome their suffering.
2. When I see or hear about someone who is suffering my heart is touched and I often do something to help them.
3. People call me to help those who have emotional or physical problems because they know I pity them.

Teaching
Romans 12:7
The ability from God to teach people truth from God’s Word and help them clearly understand the truth.

1. People have told me that I have helped them learn and understand biblical truths.
2. I like to study the Bible and learn the meaning so I can share it with others.
3. People often ask me to explain the Bible to them.
Understanding Your Abilities

Tick any ability that you have which you could teach to others.

- Painting
- Drawing
- Computer Graphics
- Decorating
- Writing
- Wood carving
- Sewing
- Handicrafts
- Weaving
- Musical Instruments
- Singing
- Sound System
- Office Admin
- Computers
- Accounting
- Filing
- Typing
- Business
- Nursing
- First Aid/CPR
- Teaching Children
- Dentists
- Exercise
- Sport
- Parenting Skills
- Agriculture
- Languages
- Electricity
- Plumbing
- Moto Repair
- Auto Repair
- Building House
- Journalism
- Photography
- TV/Radio
- LCD/Slides
- Drama
- Musician
- Organizing Events
- Writing Songs
- Stage Preparation
- Healthcare
- Counseling
- Maths
- Science
- Driving
- Electronics Repairs
- Selling
- Marketing
- Management
- Leadership
- Cooking
- Planning
- Administration

Understanding Your Experiences in Life

Romans 8:28
28 And we know that in all things God works for the good of those who love him, for those who have been called according to his purpose.

All of us go through different situations in life – some good and some bad. Our loving God is able to use all of our history to draw us near to Him and to help us grow in character. Also, the situations which we pass through in life prepare us to relate to others who pass through similar situations. God uses the victories for us to teach others how to have victory and He uses our pain to help others overcome pain. God does not waste any experience but He can use them all if we allow Him.

Experiences Which I Have Passed Through in My Life

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### Negative Experiences as a Youth

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### Negative Experiences as an Adult

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**Summary**

God has created you as a special person. He has given you spiritual gifts, a unique personality, heart motivations, abilities and skills and life experiences so you may fulfill His purposes in your generation. One part of God’s purpose for you is to multiply yourself. Take who you are – who God has made you – and help someone else grow to become the special person God has made them to become.

In the following spaces summarize how God might want to use you:

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<th>What are three spiritual gifts God has given you so you can help others grow?</th>
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<th>What are six skills that you have which you can teach others?</th>
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<th>What are some experiences you have passed through in life that God may use to help, encourage or instruct others?</th>
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<td>How they can help others?</td>
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Through the following prayer commit yourself to be a multiplying leader:

_Highly Father, I want to thank you for choosing me to know you and serve you. I want to ask forgiveness for neglecting to be the multiplying leader you’ve called me to become. You’ve given me spiritual gifts, a passion for certain things, abilities and skills, a unique personality and experiences in life so I can pass these on to others. Lord, help me to realize all you’ve made me to be. Help me not to make excuses or be too busy for the important task of making disciples – sharing with others what you’ve given me, so your church will grow and become stable and your Kingdom will be established in this place. In Jesus’ name I pray. Amen._

**Jesus’ Method of Making Disciples**

If a church is going to grow we must train leaders and prepare servants in the church. We must train these leaders and servants. We must give them the knowledge we have received already and give them opportunities for more knowledge. We must also give them opportunities to serve in the church and to do what we’ve trained them to do. This must happen in each generation of the church.

2 Timothy 2:1-2.

1. **We Receive From Other People.** Each one of us receives from other people. We watch their life and learn. We watch their actions and observe their affairs and we learn about the Christian way. We watch fathers and we understand how to be a father. We watch teachers and we understand how to be a teacher. We watch pastors and learn how to be a pastor. We watch singers and learn how to be a singer. We learn from the example of other people and we learn from their teaching, too. Sometimes we listen to the cassette, or the radio. Sometimes we read a book, or study a class. God wants us to teach everything we learn to the next generation. If we do not teach the next generation, the church will fail. They need to learn from what we experience.

   A. Parents must teach their children the ways of God.
   B. Church leaders must teach the church the ways of God.
   C. Old people must teach young people the ways of God.
   D. Old Christians must teach young Christians the ways of God.

2. **How Do We Teach?** We teach by our example. New Christians will watch us and will do like us. We teach by all of our actions - what we say and what we do. We teach by doing things together. We teach by education in the classroom. We teach by signs and symbols.
Deuteronomy 6:4-9
\textit{Hear, O Israel: The LORD our God, the LORD is one.}  
\textit{Love the LORD your God with all your heart and with all your soul and with all your strength.}  
\textit{These commandments that I give you today are to be on your hearts.}  
\textit{Impress them on your children. Talk about them when you sit at home and when you walk along the road, when you lie down and when you get up.}  
\textit{Tie them as symbols on your hands and bind them on your foreheads.}  
\textit{Write them on the doorframes of your houses and on your gates.}

3. What Do We Do?

A. \textit{We Choose Faithful Men.} Faithful men are people who have a heart to follow God. We observe their actions and we understand that they really want to serve God. They really want to know God. They do not have a divided heart. They have some ability. Not all Christians are faithful. Not everybody who enters our meetings are faithful. Some always come late. Some do not finish their homework. Some do not finish the classes. Some people come, but they are not added to the church. Faithful men:

1. They pray.
2. They worship when we sing.
3. The read the Bible and know some about the Bible.
4. They are faithful to meet with other Christians.
5. They give to the church.
6. They serve other people and do not home for a reward.
7. They are honest.

B. \textit{We choose faithful men by watching their life and prayer.} We ask God to show us the faithful people. We ask God to separate the ones who are not faithful.

C. \textit{We don’t choose people who are perfect,} because none of us are perfect. But we choose people who have these qualities.

D. \textit{We pray for them.} We pray that they will grow. We pray that they will be faithful to the Lord. We pray that Satan will not deceive them.

4. How Did Jesus Train Faithful Men?

A. \textit{He Choose Faithful Men.} \textit{Luke 6:13.} He prayed and asked God to help him choose the twelve faithful ones. God showed him who to choose.

B. \textit{He Was with Them.} \textit{Mark 3:14.} They watched his actions. They asked him questions. He ate with them, slept with them, played with them. He taught them. For 3 ½ years they did everything together. When we choose faithful men we must be with them. We must do things together. Eat together, pray together, work together, serve together, suffer together.
C. **He Gave Them Responsibility.** Mark 3:14b-15. He gave them opportunities to serve. He allowed them to practice what he taught them. He allowed them to make mistakes, then he corrected them. Mark 9:19, 28-29.

D. **He Watched Over Them.** Luke 9:1-2, 10. Jesus’s disciples reported to him what they did. Jesus corrected them if they needed to be corrected and he encouraged them. When we give someone responsibility we must watch over them. If they lead a small group, they should report to the pastor or leader about the small group. If we ask them to do something, we should ask them later if they did it.

5. **Summary**

A. **Teach Them.** Teach them using every method, not just one.

B. **Show Them.** Don’t expect someone to do something unless you first show him. Show them exactly how you want them to do it. Let them watch how you do it.

C. **Do it together.** Work on a project together. One person does it then the other. Jesus allowed His disciples to help him feed the hungry, heal the sick, cast out demons and teach the ways of God.

C. **Watch Them.** Let them do what you want them to do while you watch them. Watch them until they do it correctly. If they do not do it the right way, show them the right way.

D. **Allow Them To Do It.** Give them responsibility and meet with them from time to time to talk about what they’re doing. Tell them to report to you from time to time. If they do not report to you, you should meet with them.

**Note:** Sometimes it’s a good idea to give someone responsibility for only a few weeks or for a specific time. This is a test of their faithfulness and ability. For example, tell them they will be a small group leader for three months, then you will evaluate them. Tell them they will lead singing or lead the meeting for one month, then you will evaluate them. Afterwards, meet with them and tell them if they did good or not. Give them your advice, then give them responsibility again for a specific time. If you give someone responsibility or authority and do not tell them how long they have that responsibility, it is very difficult to take that authority or responsibility away if you change your plan or you find someone with more ability than them.
Conclusion

If a church is going to grow, we must train servant-leaders. We must ask God to help us know the faithful men and women, then we must create a plan to train them - educate them, give them opportunities, and watch over them. If each generation trains the next generation, the church will continue to grow and fill the land.

I want to encourage you to become a Multiplier as a lifestyle. Make a commitment that you have a calling from God and something valuable to impart to the next generation. Commit yourself to using every method to make disciples. Look for opportunities. Pray and ask God to show you the persons He wants you to meet with, train and help grow as a disciple.

However, you cannot stop with making only one generation of disciples. You must plant the seed in the mind of your disciple to continue to make disciples. You yourself must continue to make disciples and your disciples must continue to make disciples and their disciples must continue to make disciples. Make this a lifelong goal – don’t do anything alone. If you go someplace to do ministry take someone with you. Talk to them along the way. Share with them your heart, your vision, your methods. Let them do the work of ministry or learn a new skill with you. Allow them to do it by themselves, even if they aren’t an expert. Even if they are a new Christian, give them the opportunity to gain experience doing the work of God with you. Observe them. Give them advice. Correct them in love. Eventually you’ll be able to send them to do God’s work for you – instead of you. They might have better results than you! Your goal should be to help them succeed and have better results than you.

Make a plan to make disciples. Below is a checklist for knowledge and skills that a disciple of the Lord Jesus must have. As you spend time making disciples, try to teach them, show them, and do together some or all of these points below.
Checklist for Making Disciples

Knowledge and Skills a Disciple Must Know and Know How to Do

- How to Pray
- Speak in Tongues
- How to Hear God’s Voice
- How to Fast
- Daily Bible Reading
- Know and understand the main stories of the Bible
- Understand the Kingdom of God
- Understand the purpose of the church
- How to discover Bible truths for life and apply them to their life
- Know the promises of God in the Bible
- How to lead a small group
- How to share the Gospel
- How to lead someone to repentance
- How to explain Bible truths
- How to pray for the sick
- How to cast out demons
- How to break curses
- How to prayer walk
- How to organize an event
- How to visit unbelievers
- How to visit believers
- How to use Bible resources
- Be a giver
- Endure suffering
- Love their enemies
- Be patient with the weak
- Help others find resources they need
- Understand the importance of loyalty
- Understand sacrifice
- Understand the power of words
- Know his spiritual gifts
- Faithfulness
- Loyalty

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