

discipleship essentials

Essentials for Spiritual Leadership
Leader's Guide

EXPLORING DISCIPLESHIP LESSON 9: MULTIPLYING LEADERS

INTRODUCTION

This lesson is part of a Discipleship Essentials module titled Exploring Discipleship. This series of lessons studies the spiritual formation of a follower of Jesus Christ – the process referred to as discipleship. The discipleship process occurs after someone comes to faith in Jesus Christ, beginning with a desire to live out God's plan for their life. When we undertake the task of helping a new believer to grow in their faith, we are said to disciple them. This material will benefit anyone wanting to disciple others, especially those who are practising evangelism, following up with new believers and helping them grow in their faith. Discipleship is the duty of every believer, especially those in spiritual leadership!

INTENDED AUDIENCE

The intended audience for these lessons is new Christians, those who would like a refresher on the basics of Christianity, as well as those preparing to teach these Christian practices and beliefs. Also, those with an interest in Christian thought will find value in these lessons as they pertain to daily living and choices.

The Leader's Guide is intended to help you as a leader in your preparation. These lesson outlines may be used in conjunction with other Discipleship Essentials materials found online at www.discipleshipessentials.org.

Scripture quotations are from The Holy Bible, English Standard Version® (ESV®), copyright © 2001 by Crossway, a publishing ministry of Good News Publishers. Used by permission. All rights reserved.

All other content is © 2019 Trans World Radio Canada, and may be used in any way you like as long as you use it with the purpose of reaching the world for Christ and do not charge for the use of the material. See more license details at www.discipleshipessentials.org/licensing.



EXPLORING DISCIPLESHIP

LESSON 9: MULTIPLYING LEADERS

PURPOSE

This lesson addresses the need to multiply leaders as well as disciples. It will explain why training others in leadership is necessary, and how to effectively prepare someone to become a leader.

LEADER'S NOTE

Often people see potential in others and will invest time in their lives in order to see that potential realized. Other people may see the potential, but are more reserved and unsure how to help them. Sometimes leaders are afraid to assign responsibility to others for fear they won't do the job properly. These are some of the fears we may face as we establish, train and encourage new leaders. The truth is that we cannot do all the work ourselves; we will accomplish more for the Kingdom of God through training other leaders to partner with us. Each culture may react to the leadership role differently, because some people are more hesitant to assume its risks and work. Help your group see the necessity of leading others, and encourage them to multiply themselves in this way.

INTRODUCTION

Select two or three of the following questions to ask the group.

- ❖ Are people around you eager or hesitant to become leaders? What are the dangers when everyone wants to lead? What are the downfalls when no one wants to be a leader?
- ❖ What are some qualities that make a great leader? Is everyone able to be a leader or do you need to have special gifts?
- ❖ Tell the group about a time when you encouraged someone to try something new, or to take on a new set of responsibilities. What happened? Were they successful?
- ❖ What is the best piece of advice you have ever received from a relative? How eager are you to receive advice from your family?

STUDY

Instruct the group on the following points.



TEACH

- ❖ **Many Hands:** There is a saying in English that 'many hands make light work', meaning that the work is easier if there are many helpers. You probably know this to be true in your life. However, sometimes the opposite is true when too many people are assigned to one task. Without good leadership it can become overly complicated. (*You may wish to insert a personal anecdote to illustrate this idea.*)
 - **One Body, Many Parts:** God's intention is that the church be made up of many people sharing the work of the Gospel under wise leadership. This concept is seen throughout scripture. We are not to carry any burden alone – leadership included!
 - 1 Corinthians 12:14-16
 - Galatians 6:2
 - Proverbs 11:14
- ❖ **A Leadership Problem:** Our churches and ministries become weak when there is only one leader with vision trying to do all the work alone! This problem is actually a lack of leadership and it may have many causes, but it is not a new problem!
 - Moses was chastised by his father-in-law for not building up others in leadership and giving them permission and authority to lead.

ASK PARTICIPANTS

Divide your participants into small groups of 3-4 to read the following passage and answer the questions together. Each group can then present their answers to the class as a whole. Alternatively, you may assign this reading to each person individually, or simply discuss as a class. Some may enjoy dramatizing the passage by selecting two participants to read the parts of Jethro and Moses, and another to read the connecting narrative parts.

Read Exodus 18:13-27.

- What was Moses doing? Why did Jethro say that what he was doing was wrong?
- What was Jethro's solution? How did Moses put it into practise?
- How did Moses select other leaders?
- What were the benefits of making new leaders?

TEACH

- **Levels of Leadership:** There are several examples in the Bible that show the wisdom of sharing the work load. The following verses are just a few examples of how leadership and tasks are divided so that each person does not become overwhelmed:
 - Deuteronomy 1:15
 - Acts 6:2-6
 - Numbers 11:16-17



- ❖ **Identifying Potential Leaders:** In order for your ministry to survive and for God's work to be done effectively, each leader must be developing other leaders. Not everyone will become a top level leader, but many can lead in smaller ways and be encouraged to further their leadership development. But who do you choose? And when are they ready?
 - **Careful Observation:** You probably have people around you who can be encouraged to take on more than they are currently doing. Those who have been faithful with what they have can be entrusted with more (Matthew 25:21). These potential leaders should meet the following criteria:
 - **Followers:** They are faithfully and obediently following the leaders in their life, and demonstrate a spirit of obedience rather than rebellion.
 - **Visionaries:** They have ideas, vision or dreams of ways to do the work more effectively. They may suggest solutions to problems. They may have failed, but are still willing to take risks and move forward. Visionaries and risk takers show great leadership potential. They choose not to let fear stop them from action.
 - **Respected:** They demonstrate respect to others, and are respected by those around them. They don't have to be perfect, but they should demonstrate the ability to form good relationships with others.
 - **Faithful:** They should be faithful people who put their trust in God and seek Him for wisdom. Faithfulness is also evident in a person's dependability and follow-through.
 - **Biblical Qualifications:** God's Word has much to say about selecting leaders. No one is perfect, but a person should demonstrate godly living before they are assigned to lead others. Look at the following passages that outline some Biblical advice on who should lead:
 - 1 Timothy 3:1-13
 - 1 Peter 5:2
 - Titus 1:7
- ❖ **Inviting Potential Leaders:** Many people may not see themselves as a leader. That's okay! In fact, sometimes the people who are accustomed to serving, rather than having others serve them, make the best leaders! These are the people you should invite to join you in leadership – but they will require encouragement and equipping.
 - **Encouraging:** Once you have identified someone who could be trained to take on leadership, they will need encouragement.: Set up a meeting with them in which you will:
 - Let them know your desire to multiply leadership.
 - Let them know the potential you see in them.
 - Let them know you believe in them.
 - **Equipping:** A leader is not the same as a worker or volunteer. A leader is someone who has vision – knowing where they want to go – and inviting others to follow them. Their vision might target a new way to serve, or a renewed passion for sharing the



Word of God. A leader must be capable of making difficult decisions, guiding others, and being a person of influence. They need to possess the following attributes:

- o **Responsibility** to oversee a specific area of ministry whether large or small.
 - o **Authority** to make decisions affecting that area of ministry.
 - o **Knowledge** of the purpose and scope of their ministry, the personnel involved, and how their area fits into the bigger picture.
- **Emancipating:** When you invite someone to take on an area of leadership (maybe it is a worship team, a small Bible study, an evangelism team, hospitality group or a new church plant), you must release them and allow them to make mistakes. This means:
- o Letting go of some control of that area (which may be very hard).
 - o Allowing them to learn from failure (we sometimes learn best this way).
 - o Allowing things to be done in a different way (God will use their particular gifts and personality which are not the same as yours).
- ❖ **Stages of Leadership Development:** Once a leader has been identified and invited to lead, they should receive some training. The four stages of this leadership training will allow the person to transition from being a follower to becoming one who can assume the necessary responsibility and authority of leadership. This is discipleship for leadership.
1. **Watch Me:** At this stage, the potential leader should watch someone else lead and pay careful attention. They should be invited to observe a leader in the environment of their possible area of leadership.
 2. **Do It With Me:** At this stage, the potential leader should be invited to lead alongside the existing leader. This could involve leading a small portion of a Bible study, followed by feedback on how they did.
 3. **I'll Watch You:** Once the potential leader has gained experience alongside someone else, they are likely ready to lead by themselves. This should begin with a period of observation, where the existing leader can give feedback, encouragement, advice and further training to the potential leader.
 4. **Do It Without Me:** Finally, the new leader begins to lead on their own. They still require encouragement, and sometimes advice, but they should be able to successfully lead others.
- ❖ **Following Jesus:** This path of identifying, inviting and training leaders mirrors how Jesus Christ trained His disciples.
- Jesus' disciples first observed what He taught and did ([Matthew 11:1](#)).
 - Jesus invited His disciples to participate in the work – they helped serve lunch to the people, and picked up pieces of bread left over after it had miraculously multiplied ([Mark 8:1-10](#)).



- Jesus then sent out the disciples in pairs to teach and perform miracles. Jesus gave them responsibility and authority (Matthew 10:1-15).
- Jesus left the disciples to do the work He had given them on earth, and did not leave them unequipped. He sent them the Holy Spirit (Acts 1:8).
- ❖ **Multiplying Leadership:** When we develop new leaders, they can do more work for the Kingdom of God than we could alone. When they in turn identify and train new leaders, the work done grows even more. Think of it this way – when you willfully choose not to multiply leaders, you are hindering the potential work of the Gospel! How can you be praying for new leaders? (Matthew 9:37-38)

DISCUSSION

- ❖ What hinders people from taking on leadership roles, or from being successful in them? How could you as a discipler help ease this transition?
- ❖ When have you experienced failure or difficulty as a leader? What did you learn from this experience?
- ❖ What areas of leadership or responsibility do you have in your life right now? How could you share some of this responsibility with another person?
- ❖ What are the benefits of Jesus' model of training leadership? Have you experienced this model in your own life? Where could it be used successfully?
- ❖ Why is it important to consider the Biblical qualifications for leadership – especially for positions of teaching or pastoring others? If someone you identify as a potential leader does not meet all the Biblical qualifications, what can you do?

PRAYER

Close with a time of prayer. Pray that your participants will eagerly anticipate raising up leaders to share in the work of the Gospel, and to lead and disciple many others in the truth of the Lord Jesus Christ. Pray that God would raise up labourers to work in the harvest, and that He would grant wisdom in identifying the individuals to take on this work.