

05 | Multiplying Leaders

Multiplying Churches and Leaders

Multiplication has been baked in to how we operate in this world from the beginning. We started talking about that in the series early on that God began the world with the intention that humans would multiply. That's how we would fill the earth! It's multiplication, not one family growing immensely, but one family that would produce families, that would produce families that would produce families and so on. That same approach is how we're approaching spiritual multiplication, spiritual birth. That one person can reach multiple people, who can reach multiple people, who can reach multiple generations of people. It is a kingdom mentality, not just a personal or self-serving approach. And this is really important. We are not looking at salvation as the way for me to get something, as the way for just my family, to get something to be saved, to be rescued, to be delivered, to be set free. But understanding that when Jesus said, "repent for the kingdom of heaven is at hand", He was calling people to understand there was something greater, there was something more important than just a simple, singular occurrence. He was saying the king's domain, the king's dominion is present and it's expanding. If we will be the people who will say, yes, Lord, Your kingdom come and

Your will be done through me, through my life. Not God, You're going to take care of me and help me and do my thing. But, Lord, I'm here for Your thing. I'm here to see Your kingdom advanced. And as we close this series talking about multiplying leaders, I want us to come with that heart, that mindset. This isn't about multiplying leaders so that you can have leaders that you led. It's because the world needs godly good leadership. The church needs godly good leadership. Why? Well, for a few reasons.

One, we see throughout Scripture God has anointed leaders. He's intended that there would be leaders because one, people drift, people go off center, people are led astray. Really both by their flesh and by the lies of the wicked one. He wants to destroy. Satan wants to destroy. And good godly leaders help create boundaries, help create guidelines, guideposts, guardrails that keep people on the path. This is what God is asking us to do in every church and every discipleship group, in every scenario we're in. Are we looking to find leaders who can become people who will help guide and influence in the right direction? You know, ultimately, leadership really is influence. It's really just being able to help direct people, sometimes gently, sometimes strongly, to go the way they ought to go. Not because people are stupid, but we all need a little nudge here and now. Right? We need to be reminded. We need to be aware of the drift. And I've done it. I've started to kind of slip a little bit. And it's good, godly people around me who are willing to

step up and say, "Hey, Tammy..." Those are the people that we need that we lean on and that Jesus is calling to step up.

Leadership is critically important, but it's critically important that it comes from a kingdom perspective. You know, this is what Jesus meant when He said, "Seek first the kingdom of God and His righteousness, and all these things will be added to you." He wasn't saying, Seek God for what He can give you and then things will be added to you. He was saying, Seek God and His righteousness, His plan, His goodness. Go after His agenda, and you're going to get taken care of. Not in a transactional way, like "Okay. If I do the thing God asked, then He'll take care of me.", but in an understanding way. God is so good and so faithful that when I serve Him, when I submit to Him, when I follow Him, when I do sometimes the hard work, He's going to make sure I'm taken care of. I don't need to worry about those things because He's got me. It's an important shift. Because then we can be, like Jesus said, at 12 years old, we can be about our Father's business. Not worried about trying to constantly take care of what the world says. Take care of number one. Referring to you. Can you imagine? You're number one. You're not. I'm not. He is. We're taking care of His business. And this is what leadership is about, taking care of His business, but helping others to do the same.

Now, I got to tell you, there are different kinds of leadership. We see different kinds of leadership in the Bible. We see different

kinds of leadership around us. Sometimes we can think, oh, that's a better kind of leader, or that's that's the best kind of leadership. And I would challenge you that really the best kind of leadership is people leaning into their strengths and their graces and their gifting and doing it with a pure heart to help others achieve, being able to lean into their graces and their gifts and their strengths. You know, we have someone like Barnabas who really helped to mentor Paul and encouraged him. You know, Barnabas was called the son of encouragement. What an awesome moniker for Barnabas to have! But he wasn't out leading you know, it didn't seem like dozens or thousands or millions, he was often coming alongside someone to help them raise up in ministry. He went after John Mark when Paul was kind of done with John Mark. You can read it in Acts. But Paul was a great leader. But he was led by someone. He was coached by someone. We've got people like Samuel in the Old Testament. Samuel, who was the prophet of God, who coached and anointed King David. King David, a man after God's own heart, didn't just be a man after God's own heart just because he woke up one day that way. He had leadership around him, people who were challenging him, encouraging him to do things God's way, to do it right. And you have someone like Moses. You can see in his story two different kinds of leadership. Well, really, three. There was leading all the people, the millions of the people of Israel, there was leading in the sense of training Joshua up to take his place (So a role replacement, kind of a training and a

leading and a grooming and a growing up) but you also had a situation like the 40 elders when his father-in-law, Jethro, said you're handling too much. You've got to delegate some of this. And he had to release some of his authority to these elders who would help handle some of the circumstances and situations in Israel to help the people of God continue to move forward better, faster. Notice he didn't just hand them a task. He delegated authority. In fact, he laid his hands on them that the anointing would fall upon them. There was a spiritual transference that happened because Moses, instead of trying to keep the authority for himself and hold the leadership position, was willing to open up his hands and empower others not just to do something, but to be something. It's really important.

You know, I'm reminded of the parable of the talents that happens in Matthew 25, picking up in verse 14. It says this, "For the kingdom of heaven is like a man traveling to a far country who called his own servants, and delivered his goods to them. And to one he gave five talents, to another two, and to another one, each according to his own ability..." That's important. The way that this picture is being drawn, this parable is being drawn, which is supposed to be a reflection of the Father. He said, look, he gave people different abilities, gave them different gifts, different graces, and it was based on their own capacity, what they were able to handle. So to one he gave 5, to one he gave 2, and to one he gave 1. And the five

and the two, they doubled what they had. They worked it and they doubled it. But the one with two didn't end up with five. The one with five didn't end up with two. They used their grace, they doubled it, and they made it happen. And when the man traveling comes home, their boss, he comes back and he says, well done, and I'm even going to give you more! Right. Because you were faithful to what you were given. But the man who had only one said, you know, I'm just going to bury it in the ground, and you know the story. And he says, you're a wicked and lazy servant, basically. Why couldn't you just work with the one thing I gave you? This is leadership. This is our lives. Yes, we have different graces and different gifts. Yes, we look different than other people. It's absolutely true. I don't have the same graces as you. I don't have the same gift mix as you. You might be able to do way more than me in certain areas, and that's awesome. If you're graced for that, then do it. But what I'm held accountable to is what I do with what God's given to me.

Now I want to challenge you on something, though. God is not going to try and push you beyond your abilities in the sense of setting you up to fail. He is not that kind of God. He's not going to be like, oh, your graced, to lead a second grade classroom. That's awesome. I'm going to have you become the president of the United States. That's not how He does it! At the same time, He's like you're graced to become the leader of a second-grade classroom. He's probably not

going to let you just skate by on your natural skills, because you are a bloodborne, Holy Spirit filled, sanctified believer. He's going to stretch your leadership and say, now that you leave second grade, maybe you could help the other second grade classrooms or teachers extend their abilities and grow up. Maybe there's some things you can do with the PTA that would help them because He wants the kingdom of Heaven where the King's Dominion lands to expand. This is what leadership is. It's not just doing like, well, I could do that. I could manage that. I could make that happen. It's going beyond just our own personal skills and saying, God use me. Holy Spirit, fill me, Lord, show me how to influence others for Your kingdom. That is leadership. Influencing others for the kingdom of heaven. Not everyone has the same grace to lead. And your job is not to lead like so-and-so. Your job is not to lead like me. Your job is not to lead like Billy Graham. Your job is not to lead like whoever in your life has been a great leader. You're not called to replicate them. But you are called to take the gifts, take the training, take the coaching that you've received and multiply it into others and lead the best that you can be. God is always

Now, leadership, by definition, demands followers. You're not leading if no one is following. And that's important because sometimes people are strong, they're charismatic, they're people who who feel confidence, but they're not leading anyone. Leadership demands followers. But just

because you're a leader doesn't mean you're no longer a follower. Right? I mentioned Paul. Paul was a great leader. He wasn't not following Jesus or learning from Barnabas or whoever it might be. And Jesus is going to continue to stretch us and encourage us to commit to Him in greater ways that will cause us to lead in greater capacities. The best leaders in the world, the best leaders in the world are not the leaders who can control and keep power. The best leaders in the world are going to create something that could not have happened without them, that they helped catalyze and move and get going. But it is not long-term dependent upon them. That it can be handed off and encouraged for others to grow and build and go beyond it. That's great leadership. Moses' father-in-law saw that with him. He saw that Moses was stressed. He was overwhelmed. And he told them, Jethro told Moses, you can't do all of this on your own. You've got to pull some other leaders in. And he did. He laid his hands on those men and they began to take some of that role of judging Israel, of handling issues and complaints and circumstances. He helped them to take on a piece of the leadership, a part of it. But people learn by doing. If you're going to multiply leaders, if you're going to train and coach people, it's not just a conversation. You know, sometimes in our Western culture, there's this idea of like mentorship being this, like, I just want to sit down with you and pick your brain and just, like, hear all these things. But the problem with that, is that it's not

discipleship that's obedience based. It's like, I'm going to be active and do these things. It's like, Oh, that's interesting. I like to think about that for a bit. And really what God's asking us to do is learn and go do it, take it in and I'll go make it happen. You, thinking about it for a while, isn't doing anybody any good. Step up. Sometimes we've just got to offer to people, hey, I could help take care of that for you. Because there's places where some leaders don't know how to delegate, and we might be the ones to help them do it. Other times, we're the leaders who don't know how to delegate. We want to control it. We say, okay, well, you have to do exactly like this and come back and check in with me every 3 minutes to make sure you did it right. And there's levels of delegation. You know, we don't just, like, empower somebody to the full extent. They're like, well, okay, if God's called you, then go ahead and do it. No, there's training, there's coaching, there's delegation. And there's more delegation and there's more delegation. But this is about us not trying to be the leader, but to multiply leadership. There is more than enough leading that needs to happen to go around. And the body of Christ needs people who are willing to step up in healthy, strong ways that will help others to be the men and women of God that they're called to be. That will help a discipleship group grow and flourish. That will help a house church be stronger and more cohesive. That will help any circumstance, any situation where the Kingdom of Heaven could be advanced to be led

in the right direction. And that's what I want to point out, just a few things before we wrap up in a few minutes. What does a leader do? And there's three key things that I think are important to recognize what a leader does in any circumstance.

The first one is, is a coaching, encouraging role where they're just encouraging someone to step up. You can do it. And there's so many people that if they were just told, I see it in you, I see the gifting in you, I see the capability in you that would give them the confidence to step up. But often there's an, Oh I don't know if I could do that. And just someone in any position of any kind of authority or leadership telling them, I think your graced to that. I could see you doing that. You might think it's obvious because you, of course, see it. But that doesn't mean they're ready, that they know they could do it. Just encouraging people, encouraging people to step up and step out. That is a huge role of a leader.

Second, to coach them in to the next level, help them grow. Don't stay where they're at. Challenge them. Sometimes leading is simply asking questions. Now, do you have anybody helping you with that? Right. It's just those provoking questions that say, well, now, so is it only you doing all of those things? Or have you asked anyone for their input while you're working through that? In other words, are you just doing it all on your own and not gathering a multitude of counsel? Right, just asking questions,

coaching people into the next level. Because we're all going from faith to faith and from glory to glory, we've all got room to grow. So we want to encourage, we want to help people step up, and then we want to help them step to the next level. Right. To grow them into the next level.

And then third is what I would call course correct. Then we're coaching leaders, helping them grow. We're wanting to help them. There's just a natural drift that happens, right? There are times where it's like, I'm now focused on this thing over here, and even though we've got to get down the road, I see this problem and I'm focusing on that. And another leader coming in and saying, like, Hey, Tammy, I know that's important, but do you feel like we're still on target and we're still moving in the right direction? Those are the kinds of things that we all need to hear. There's just a natural drift now. There's other times we need to realign because we're off. We're being controlling, and that's course correcting also. But even if it's not a willful, wrong behavior, there's just drift. And it's important for us to be asking questions and coaching, because once you multiply leaders, in a sense, you're forever a leader of that leader. You're forever a potential coach of that leader. And what a grace, what a gift from God that someone can be able to reach back to you and say, hey, you know, I've been doing this thing, but I'm hitting this wall. Do you have any thoughts on this? You know, that is what leadership is meant to be. We're not supposed

to be doing this thing alone. None of us are meant to be isolated. So as we learn to be good leaders, as we learn to encourage the newbies, get them to step up, help people see the leadership gifts in them, as we help push people who are stepping into leadership to the next level and move forward, and we're helping people not to drift, we're helping keep the course correct and keep aligned, focused on the vision, and make sure we're staying submitted under the what the Lord our God is calling us to do. That's where we multiply.

Paul said to Timothy in 2 Timothy 2:2, and I mentioned that last session, he said, "What you have heard from me in the presence of many witnesses, in trust, a faithful men who will be able to teach others also." You know, there's something about this where he says they will be able to teach others also. He didn't say who are great teachers. Go find Timothy. Go find the gifted, strong, charismatic leaders and tell them what to do. No, he said, I want you to find some faithful men who will be able to teach others also. Now, that may mean they're already showing some ability to lead. But it may be that it's saying, Timothy, I want you to find some people who are faithful people. Notice that the character comes first, not the competency, the character comes first. I want you to notice if that person might be able to teach others. And then I want you to find them, and I want you to explain this to them as well, so that this can continue to multiply. You know, some of us would think

Paul's pretty full of himself. He's like, take what I have, give it to all these other people. But that's what it is. That's what multiplication is. It's saying, look, I'm going to give you some things. I'm going to coach you on some things, and I want you to do the same with others. Don't let it stop with you. It's not just about you. It's kingdom thinking. This is not meant to just train you to be a good leader. For you to have a discipleship group, for you to have a house church, for you to have a family that is better and doing well. No, this is for us to multiply and multiply and let the generations continue forward. This is about a kingdom mentality. We've got to multiply healthy leadership, delegation, coaching, and showing people how to learn just by doing. That means there's going to be levels of delegation. It's important that you don't over empower somebody right off the bat who's not quite ready. But do it with them. Have them come alongside you. Work with you. Give them a little bit, then give them a little bit more. And then give them a little bit more. But have it in your mind that your goal is for them to do it on their own. Sometimes we want to do the easy way out, which is just like, okay, fine, here, you just do it, which is easier for us because then we don't have to follow up. Unfortunately, that often sets people up for failure. And then when we try and come in and correct afterward, it feels jarring. Well, I thought I could just do this. We want to coach people to the next level, help them and grow them. We want to

help them learn how to think. This is really important.

A great leader is not someone who learned all the processes and all the systems and how to be real strong and how to be real charismatic. If they don't know how to think like a leader. I would even challenge you. As I mentioned earlier, some of the best coaching and mentoring when it comes to leadership is going to be asking questions. You know, one definition of the word teach is to cause to learn. Not just to give a speech. But to cause someone to learn. Often that's just asking some questions. Now, why do you think that would be best? Well, I mean, I've saw other people do that. Well, what do you think it results in? What do you think the results of you doing that would be? It's asking those thought provoking questions that allow someone to think the right way, because when you're no longer available, when you release them and you've got them set up and they're go in the right direction, what do you want more than anything? You want them to have a leadership mind. You want them to be thinking about the care of the people, how to keep things moving forward, because sometimes things don't go according to process. They don't. The system breaks. Things aren't working right. There's a there's a problem that they had not dealt with before. And what's going to be important is that they know things like having the multitude of counselors, having wise people around them who can speak into situations, knowing how to think like a leader who's caring more about

people's souls and about what's going on in the kingdom than they are about their own selfish desires or their own name or notoriety. Helping people to think the right way is going to be a huge part of helping that multiply.

So as you launch a discipleship group, you're immediately looking for someone in that group who can become the facilitator, who has a natural influence with people whom you can begin to help them take the lead next week, grow with people, start to talk with people. And then as that, as that discipleship group is turning into house church, you're working with that leader and having them help identify others in the group who have the potential to lead and who are graced with gifts. Just like we talk about in the Jesus Gifts series, that apostle prophet, evangelist, pastor, shepherd, teacher. You're coaching them to be looking for these people. Why? Because we're looking to multiply leaders. And then as that house church grows and thrives and works together, we're looking for leaders who we might be able to send out or look at, maybe who would be able to help open up a door of work and opportunity to bring a discipleship group into a new community. We're looking to constantly be developing our leadership gifts and multiplying them out because it's never meant to all just sit on one person's shoulders. In Matthew 10:17, Jesus said, "As you go preach, saying, The kingdom of Heaven is at hand." Saying The Kingdom of Heaven is at hand. There are so many people who need to be

reached. And there are so many believers who need healthy leaders to help coach them and encourage them to step up. And God is calling you today. Not to be a Billy Graham Reinhart Bank, whoever it is in your mind that does the big giant crusades. Or maybe He is. But probably that's not the main thing He's calling you to today. But He's calling you to lead your home. Lead your family. Lead yourself. And in every sphere of influence that you have, whether that's at school or at work, you're stepping up as a leader, that you're speaking godly counsel, that you're bringing healthy perspective. And then beyond all of that, that's just doing life, He's calling you to ministry. Where you're helping lead others to become leaders, whether that's in your house church and the next discipleship group to empower them to lead leaders who will lead leaders who will continue to multiply to next generations. So that, as it says in Judges, that tragic passage said after all the great works that God did, there arose a generation that didn't know God or His wonderful works. Because it wasn't multiplied. The stories weren't shared. The truths weren't multiplied. And it caused the people of God to shrivel up in the things that they were called to accomplish. Let that never be true of us. Let us keep a kingdom mentality that we are leading each other, that we are leading others, and we are multiplying leadership to see His kingdom come and His will be done on Earth just as it is in heaven. Amen.

I want to pray for you as we close. Father, I pray right now for every believer who is under the sound of my voice that we would have a kingdom perspective, that we would not be looking to lead leaders just for our own gain, not just to ease our own burden, but Lord God to multiply leaders. That there would be discipleship groups, there would be disciple makers, there would be house churches, there would be churches, there would be nonprofit organizations. There would be missions organizations that would flourish because of great healthy leaders, leading leaders and coaching leaders to be the men and women of God that we're called to be. Lord let us have character central in our hearts and minds that we want to train people to be healthy people first. And then grow them as leaders. Lord God, the competency to do according to all that You've called them to do, Lord. Nothing more. Nothing less. We pray these things in Jesus name. Amen.