

Session 7 – Multiplying Leaders and Developing Ministry

Leaders are called to multiply themselves by developing other leaders.

A. Jesus multiplied Himself into several groups of leaders

(3) Apostolic Inner Circle – Peter, James, John Ref; Matt.17:1-9, 26:36-39, Gal. 2:9

(12) Apostles

Luke 9:1-2 Then He called His **twelve** disciples together and gave them power and authority over all demons, and to cure diseases. He sent them to preach the kingdom of God and to heal the sick.

(70) Harvest workers

Luke 10:1-2 After these things the Lord appointed **seventy** others also, and sent them two by two before His face into every city and place where He Himself was about to go. Then He said to them, “The harvest truly *is* great, but the laborers *are* few; therefore pray the Lord of the harvest to send out laborers into His harvest.

- You can only be in one place at a time. However, if you multiply yourself through other leaders you can be in many places simultaneously!

(120) Family, Disciples and Apostles.

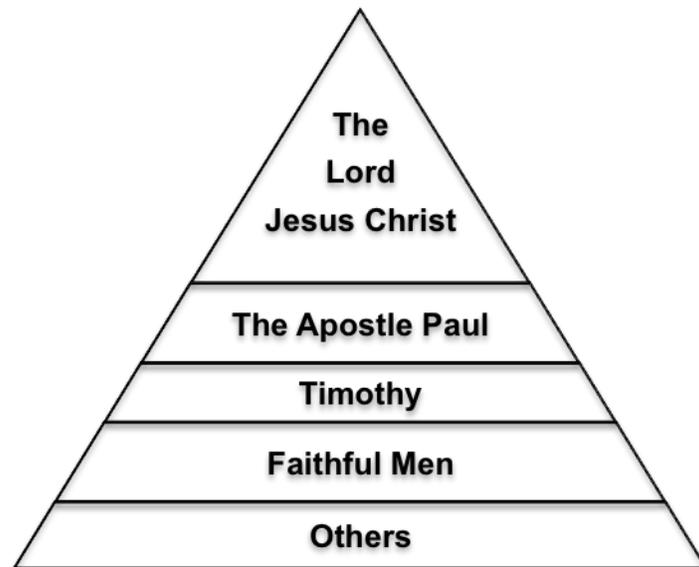
About 120 gathered the day of Pentecost when the Holy Spirit. From this core group of leaders and family the Church was launched and continues to grow and multiply around the world!

B. How did Jesus multiply Himself into new leaders?

1. He personally recruited individuals He chose as leaders.
2. He showed them how to minister by observing His example.
3. He invited them to minister with Him to multitudes of people.
4. He released them to minister and sent them on short missions trips.
5. He sent them with authority as His Ambassadors to the nations!

C. Five leadership levels of multiplication

2 Timothy 2:1-2 You therefore, my son, be strong in the grace that is in **Christ Jesus**. And the things that **you** have heard from **me** among many witnesses, commit these to **faithful men** who will be able to teach **others** also.



D. A Biblical leadership matrix

1. God – Calls, anoints and appoints His leaders. Ex. 3, Rom. 11:29, 1 Tim. 1:12
2. Senior Leader – Moses – Visionary, Preacher / Teacher. Spiritual authority to lead and decide.
3. Executive Leaders – 70 Elders – Extensions of Moses helping to bear the burden and oversee. Exodus 24:9, Numbers 11:16-17
4. Department Leaders – Leaders of 1000's – Overseeing ten leaders of 100's
5. Leaders of 100's – Overseeing 100 people with two associates of 50 people each
6. Leaders of 50's – Overseeing 50 people with five associate leaders of 10 people each
7. Leaders of 10 – One leader of 10 people.

Exodus 18:25-26 And Moses chose able men out of all Israel, and made them heads over the people: rulers of **thousands**, rulers of **hundreds**, rulers of **fifties**, and rulers of **tens**.²⁶ So they judged the people at all times; the hard cases they brought to Moses, but they judged every small case themselves.

E. Create a Matrix Organization

A Matrix Organization is led by several leaders with one head leader or senior leader. Remember, anything with two heads is a monster!

Benefits of Matrix Organizations:

1. Identifies Senior Leader and chain of command
2. Identifies First Level Department Leaders
3. Identifies both Leaders and Team Positions needed
4. Identifies Team Members

Example of a Matrix Organization: Team Grace Outreach – Thanksgiving Dinner Outreach

LEADER										
ASSOCIATE LEADERS										
PHONE CALLS	SET UP	REG.	PREP FOOD	WELCOME	PREACH	PRIZES	SERVE FOOD	CLEAN UP	LOAD FOOD IN CARS	SEC.
LEADER	LEADER	LEADER	LEADER	LEADER	LEADER	LEADER	LEADER	LEADER	LEADER	LEADER
TBD	Dan Liebold	Debbie Sparks	Yngri Boork	John & Margaret LaGreca	Pastor Nick	Ted Sparks	Keith & Vanessa Moore	TBD	Diane & John Irons	TBD
Team Members	Team Members	Team Members	Team Members	Team Members	Team Members	Team Members	Team Members	Team Members	Team Members	Team Members

1. The leader of any ministry or nonprofit should concentrate on leading the organization according to it's stated vision / mission purpose, recruit and train department leaders for each area needed then delegate that department to the leader appointed.
2. Remember, delegation does not mean an absence of influence and authority.
3. The senior leader is the final authority for everything that happens in their organization.
4. A wise senior leader will recruit the right people for the right position then not micro-manage but trust the appointed department leader to do the work that they have been gifted and selected to accomplish.
5. Be clear with people about compensation. Do they understand what they are doing is voluntary? If you plan on paying people you need to legally hire them for any amount over \$100.00 as a nonprofit. Payroll taxes must be deducted and paid accordingly to the IRS and State where employed conforming to the laws of the land.

Biblical examples of leaders that led large organizations:

- Moses and the building of the Old Testament Tabernacle
- David leading the nation of Israel
- Nehemiah and the rebuilding of the walls of Jerusalem

F. Creating a Communication Loop

Senior Leaders must create a communication loop that travels from top to bottom and from bottom to top. However, to be able to endure, not everyone can see Moses but everyone can see a representative of Moses.

Sometimes Jesus could be approached by anyone in need. Other times people needed to go through representatives of Jesus first.

John 12:20-22 there were certain Greeks among those who came up to worship at the feast. Then they came to Philip, who was from Bethsaida of Galilee, and asked him, saying, "Sir, we wish to see Jesus." Philip came and told Andrew, and in turn Andrew and Philip told Jesus.

Practical Communication Tips:

1. Write out meeting agendas, take notes and review minutes.
2. Plan your work and work your plan!
3. Schedule regular board or team meetings. Start and end on time.
4. Have one person appointed as the official public voice of the organization.
5. Communicate among board members before making major decisions.
6. Make major decisions based on consensus most of the time.
7. Use email and texting services.
8. Clarify information if necessary without judgment or defense: "Hey I just wanted to check with you, did I understand this correctly?"

G. Legal requirements and resources for nonprofits:

If your going to solicit public funds to provide income to hire staff, pay overhead expenses and fund ministry related outreaches you will need to incorporate your vision into a non-profit organization with the IRS and the state you live in.

A few of benefits to incorporating your vision into a nonprofit is your able to:

1. Provide tax deductible receipts to donors.
2. Purchase supplies and most expenses without paying sales taxes.
3. Apply for grants to fund your vision.

Your non-profit is looked upon by the US Government as person with and identity. Your non-profit identity is called your EIN or Employer Identification Number.

IRS web site: <http://www.irs.gov/charities/churches/index.html>

- a) Contact your CPA to discuss the process and expenses of incorporating as a nonprofit organization.
- b) There are several forms of nonprofits.
- c) The most common is the 501c3 organized either as a church or a domestic nonprofit.
- d) If you're the founding President you will need a Secretary and Treasurer to incorporate in the State of Michigan.
- e) Always elect to incorporate as a "Directorship" not a "Vote based organization"

- f) A Directorship identifies the President as the leader with authority to appoint others to your board. In a Directorship, the President also retains the power to remove from your board.
- g) Keep all receipts and accurate financial records of all income and expenses. It's best to recruit a volunteer or pay a book keeper to take care of this from the beginning.

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Michigan Nonprofit Association <http://www.mnaonline.org/>

ADP Payroll Services <https://portal.adp.com/public/index.htm>

Phone: 888-523-7728 America's largest online payroll service. ADP is simple to use and they calculate payroll based on employee data, mail checks, direct deposit, withhold and pay taxes, etc...

QuickBooks Online <http://quickbooks.intuit.com/>

Online Book keeping allows you to have a book keeper enter the data and is viewable from anywhere via internet.

Techsoup.org <http://home.techsoup.org/pages/default.aspx?cg=lnav>

TechSoup is a nonprofit with a clear focus: providing other nonprofits and libraries with technology that empowers them to fulfill their missions and serve their communities. As part of that goal, we provide technology products and information geared specifically to the unique challenges faced by nonprofits and libraries.

Nonprofit Books

- Forces for Good by Leslie R. Crutchfield and Heather McLeod Grant
- Nonprofit Lifecycles by Susan Kenny Stevens, PH.D.

ANSWERS

Page 1 – Leaders, Place, Recruited, Released

Page 2 – Appoints, Several, Monster

Page 3 – Delegate, Authority, Compensation

Page 4 – Endure, Funds

Page 5 & 6 – None

Page 7 – Relationship, Learning

Page 8 – Character, Fulfilled, Ultimate, Glorified, Finished