

SECTION FIVE

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**THE DISCIPLE – LEADER’S WORK**

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## **Sermons We Can See**

I'd rather see a sermon than hear one any day.  
I'd rather one should walk with me  
than merely show the way.

The eye's a better pupil and more willing than the ear.  
Fine counsel is confusing, but examples always clear.

And the best of all the Preachers  
Are men who live their creeds,  
For to see the good in action is what everybody needs.

I can soon learn how to do it if you'll let me see it done.  
I can watch your hands in action, but your tongue too fast may run.

And the lectures you deliver may be very wise and true;  
But I'd rather get my lesson by observing what you do.

For I may misunderstand you and the high advice you give,  
But there's no misunderstanding how you act and how you live.

**Edgar A. Guest**



## The Servant Leader

I once saw a cartoon of a boy scout leader who took his troop of boys hiking, got lost and said to them, “anyone bring a compass?” The very first quality of a leader is that he has the ability to lead! When the Apostle Paul gave his various lists of Spiritual Gifts, one of those gifts of the Spirit is “leadership.” **Romans 12:8** says, let “*he who leads, lead with diligence*”

We can learn much about how to lead by watching Jesus lead his disciples. In fact, the gift of leadership is nothing less than Christ the leader living out his leadership in and through the life of a gifted child of God.

It has been said that leaders are born, not made. For the Christian leader this is really true. He is born again and gifted with the spiritual gift of leading. He was reborn to lead.

### Leading through Character

He who would lead others in Christian service can learn from Christ. He led by principles, not by His strong will, or by dictating or by intimidating. Jesus showed the Twelve how to lead by Godly virtues and Biblical principles. Jesus’ character was his greatest mentoring tool. Out of His character, he taught eternal principles to live by.

### How Jesus Led Men

Christ’s true genius as a leader of men is that he was a servant-leader. His style was to lead by serving others. His humility, love, and servant heart won the affections of those he mentored. Jesus did not measure the greatness of a man by how many servants he has, but rather the greatness of the man is how many men he serves.

Indeed, Jesus fulfilled Isaiah’s prophecy that the messiah would be “*meek and lowly at heart.*” (**Isaiah 53**) The Messiah is to be a king, but he is a servant-king! Paul tells us that Christ came “*in the form of a servant,*” (**Phil. 2:6, 7**) This then is the “mind” of Christ, it is his set attitude and lifestyle. He leads others by being a servant leader.

### Washing Feet

**John 13:4ff** records the great life-message Jesus gave his men in the last hours of his earthly existence. He washed the disciple’s feet. He is training them by his example. They will never forget this example of the King of Glory down on His knees, humbly washing the feet of those men He loved. Let’s learn some eternal principles from Christ’s example of washing dirty feet:

#### 1. Humility is the Key to Servant-Leadership

Seeing King Jesus washing their stinking feet was an object lesson in humility. Jesus, dressed only in a towel, like a common slave washes their feet to show them that the way up is down! The path to great leadership is humility. The leader is willing to do the most menial task to inspire others to service. A leader must not ask others to do what he himself is not willing to do. The Christ-spirit in you will give you His humility to fulfill the words “*Humble yourselves under the mighty hand of God, that He may exalt you at the proper time.*” (**1<sup>st</sup> Peter 5:6**)

#### 2. The Servant-leader doesn’t wait to be asked to serve

The image of Jesus wrapped in a towel, washing feet is that of a volunteer spirit. No one asked Him to do this humble task, but He chose to do it. He sees a need and meets it. The disciples would never have dreamed of asking Jesus to wash their feet. That is why great leaders are volunteers. They inspire others

to volunteer by their example. The fact that Christ was a volunteer (even on the Cross!) inspires us to be like Him.

### **3. The servant-leader does not pick and chose whom he will serve**

Remarkably, Jesus washed the feet of Judas, knowing full well that Judas was a traitor! There is great love and mercy in that act. Like Jesus, great leaders are willing to serve whomever needs it, regardless. Servant love is unconditional. We can learn from Christ's example.

### **4. Servant-leaders wear Khakis**

Wearing a towel, Jesus is ready for the dirty work that needs to be done. This is love in action. It reminds us that *doing* is always a stronger lesson than just *telling*. Leadership is more about what we *do* than what we *tell* others to do. Jesus was "among" His men, being a part of their daily lives. He mentored them by serving them every day. A leader is willing to do whatever is needed to make others around him better. Sam Walton, founder of Wal-Mart stores, became famous in Bentonville Arkansas the Headquarters of Wal-Mart, because after he had become one of the richest men in the world; he still drove to work in a ten year old pickup truck. He said he drove the old pickup because it reminded him to stay humble and remember where he came from. Leaders wear khakis.

### **5. Servant-leaders give with no thought of return**

Jesus did not ask the disciples to wash His feet. There is a lesson to be learned here. The Servant does not demand to be served in return. This is not about getting from others by giving to them. Great leaders have the greater good in mind, not personal gain. They see the "big picture" not just their own little world.

### **6. Servant-leaders must learn to receive as well as give**

Peter comes forward and says, "*Lord you shall never wash my feet!*" This sounds noble, but it is also prideful. That is why Jesus corrected Peter. Christ wants us to know that leaders must accept service from others. We need the humility to let others be in control, and let them do for us as we do for them.

### **7. Servant- leaders are most like Christ.**

After washing their feet Jesus said to the twelve, "*Do you know what I have done to you? I have given you an example (life-message) that if I your Lord and Teacher has washed your feet, then you ought to wash one another's feet.*" (**John 13: 14,15**) The lesson is clear to all who will apply it. We are most effective as leaders when we behave toward others as Christ did. He is the model of Christian leadership; He led men by His example. He didn't just tell them to love their enemies; He actually loved His enemies. He made a disciple out of a Roman tax collector! He ate dinner with despised Zaccaeus. He forgave the woman caught in the act of adultery. His example was as strong a teacher as his teaching.

### **Servant-leaders are Pace-setters**

The Greek word for leader literally means, "he who stands before others." A dictator tells others to do what he himself is not willing to do. Not so with a true leader. He is a pacesetter. He says, "Follow me, and my example, do as I'm doing. I'll show you how. That is Christ's way of leading others. He tells you to take up a cross daily, and then He goes and dies on the Cross for you! No wonder men loved him and still follow Him. We must also be Pace-setters by our example of servant leading.

### **Leaders are Visionary**

Jesus saw the Kingdom of God and He willfully asked His followers to join in on the vision to bring it to reality here on earth. In fact Christ saw the potential in the twelve men He called. He had our salvation in mind when He called them. (see **John 17:18-20**) By leading them he planned to win the world unto Himself. Robert Coleman in *The Master's Plan of Evangelism* sees this vision as part of Christ's leadership style. Every good leader must also have an end in mind.. Leaders see what others cannot see. He doesn't get lost in the details. This is the difference between leaders and managers or administrators.

Managers are into the daily routine; they are not leaders of men. They are managers of personnel! There is a huge difference.

### **Wrong jungle**

A great illustration of managers and leaders is the group who go on safari. The group is in the jungle in thick underbrush taller than an Elephant. The manager is organizing the group to cut a path through the jungle. He is handing out machetes, he offers water to the exhausted workers, and is very much in charge as they try to cut their way out. The manager of men is consumed with the details. Then the leader shows up. He climbs a tall tree looks out over the landscape and tells the manager, "Stop chopping! You are going the wrong direction." That's a leader, he sees the big picture, and leads accordingly.

### **Servant-leaders are Committed**

Jesus was totally committed to His vision. He gave the Father all He had for all His days. It is a characteristic of a good leader that he is not easily distracted from his calling and vision. He plans his work, and he works his plan.

He is a man possessed, because there are many who would distract him and discourage him. A leader believes in what he's doing when no one else does. The leader must ask his followers to be as committed as he is. Jesus will say to His men, "If you love me, keep my commandments."

We are talking about accountability. Leaders expect those around them to be accountable to the vision, program or calling. He is accountable and wants the same from you.

### **Servant-leaders are committed to Excellence**

A leader is focused. Jesus our example was a focused man. He was forever about two things: 1.) His Father's business (see **Luke 2**). 2.) Pleasing His Father. (see **John 8:29**) We too must be captured by this concept of doing the will of God and doing it well. Excellence is the by product of a heart's desire to please our Heavenly Father. Excellence is about giving your very best effort to the things God calls you to. This is why we must train young men & women early in life to be people of excellence.

By beginning early to train servant leaders we can develop a generation of leaders to shape the world.

Here is a pattern of growth we find in leaders:

- Emerging leaders= Tend to be 18-25 years of age
- Energized leaders= Tend to be 25-40 years of age
- Established leaders= Tend to be 40 years old or older.

### **Your Life Message**

Finally, Jesus modeled the profile of a leader. His life was the message. Long after the crowds forgot His words and deeds, they still remember the Man. His disciples wanted to be like Him. That is the ultimate compliment. We must be "Christ" to others as they see Him in us.

You cannot lead one way and live another way. You must walk your talk. What you are speaks louder than what you teach. The true leader says, "follow me, I've been there." He has lived what he asks others to do.



## The Power of a Vision

*When God's man catches on fire, the whole world comes to watch him burn.*

### Stars and Bars

Two men were in a prison cell with only one small window high up on the wall. One prisoner, very discouraged, would look up at that window and see the bars across the small window and think only of the bars that entrapped him. He would see those bars and become more & more bitter and hopeless. The other prisoner however, would look at the window at night and see the stars beyond the bars, and say, "see, how beautiful are the stars!" By seeing the stars beyond the bars he had hope and vision of a future. Stars and bars, it's all in how you view life. Some people see the glass of water half empty, while others see it half full! Your perspective is very important. Some men are positive, while ours are negative. Some see beyond and through the bars and can see the possibilities. God wants us to see the stars.

Throughout the Scriptures, God urges us to be people of vision and possibility. In **Proverbs 29:18** we read, "*Where there is no vision the people perish.*" The prophet Joel in his Messianic prophecy says of the last days, "*and it shall be in the last days, God says, 'That I will pour forth my Spirit upon all mankind; and your sons and your daughters shall prophesy, and your young men shall see visions, and your old men shall dream dreams.'*"

### The Power of Vision

We must never minimize the power of a vision. Men and women of vision change the world. Ask yourself right now, "What is my God given vision?" Am I this moment captured by the power of that vision?" If you are not, then you are seeing only the bars! You are living beneath your potential and your calling.

### What exactly is a Vision

Vision is foresight, based on hindsight. Someone said that a vision is an informed bridge from the present to the future. Notice Joel said that young men are more apt to see visions and old men more prone to dreaming. What does this mean? Dreams are based on a past experience; they are always about the past. However, vision is about the future. Dreams are about what was, the vision is about what can be! Old and young are relative terms. There are young men who see only the bars, and are focused on the problem. Their thinking is old and backward. The visionary is a possibility thinker. The Christian visionary leader sees the stars and believes he and God can be a force for change. A God given vision is always about change. It sees a bright future.

### What is The Purpose of a Vision

The Leader goes about his day with a preferred future in mind. His vision sets the direction of his day and its tasks. The purpose of a vision is to set God's direction for your life.

- Vision from God gives direction to a man.
- Vision from God gives direction to a family.
- Vision from God gives direction to a City.
- Vision from God gives direction to a Country.
- Vision from God gives direction to the World.

Mind you, not everyone has a preferred future in mind. Many see only the present and it's obstacles. In any given company there must be both leaders and managers. What's the difference? It's like the story of the team of explorers hacking their way through the Jungle. The "manager" in the group will organize the team, assigning knives, saws and axes to chop through the dense growth. The manager will see the present problem and chop away. The leader will stop the team, climb a tree and scout the area. From the

top of the tree he will shout, “Stop! Wrong jungle! We are going the wrong direction.” That’s a leader. He is interested in direction and a preferred future.

God has always had his men and women to lead his people out of the jungle. Moses, Nehemiah, Esther and Paul were visionary leaders. They set the direction and determined the future by following God’s vision for their lives.

### **Direction & Boundaries**

The vision God gives you will not only set the direction of your life, it will set the boundaries of your life. Vision narrows your focus. You cannot lead if you think you have to do everything; leave that to the managers. It’s their calling, not yours. Your vision limits the scope of your time, interests, and pursuits. The man of vision has been captured by the vision. He is consumed with his God given goals. Jesus was like that. Many times his calling would make him say, “I must needs go...” or “the son of man must...” It led him to a Cross and He is still conquering the world through His faithfulness to His vision.

Your vision limits your choices. The future is in the heart of the leader and he can see it by faith. He doesn’t know how to get there, but he will only pursue those things that move him in that direction.

- The visionary is disciplined
- The visionary is seen as narrow
- The visionary is committed
- The visionary is focused

### **Own your Vision**

Your vision may not be mine, or even like mine. Only you can do what God calls you to do. His purpose in and through you is His vision for you. You must see it, believe it and claim it as your own. Embrace your vision as God’s special gift to you. He is willing to share His purpose with you. Isn’t that a marvelous thought? The great God of Abraham, Isaac, and Jacob wants to fulfill His will and purpose by calling you! Amazing! It’s so amazing; Satan and the world will try to discourage you from carrying out your vision. Even friends and family may try to stop you. Every leader in the Bible had the same conflict. He had to explain his vision to those who could not understand. Paul continually had to defend his apostleship to the gentiles. Many did not accept it, and sought to hinder him. Paul had to own his calling when others would not validate him. Being a leader can be lonely, and at times a solitary existence.

### **Vision Accomplished**

Stick to your vision. The world may not understand it, but the world needs it. Allen Richardson says of the word “vision” in **Proverbs 28:18**, “a vision is that declaration of God’s will without which community, even civilization is impossible.”

### **The Death of a Vision**

Years ago Bill Gothard used to speak of the “death of a vision.” He described how men and women of God would go through a dark time when the fulfillment of the vision seems impossible. Like Elijah, hiding under a bush, hiding from the wicked queen Jezebel. God had showed Elijah his power on Mount Carmel, but somehow the frightened prophet has had amnesia! He has lost confidence that God is going to do what God said He would do. Every leader seems to come to an emotional place where he or she wants to give up. He dies to the vision. That is a crucial “faith crisis.” All you have is the reality of your vision. Was it from God, you ask yourself? Was I mistaken? All the leader can do is trust God and believe his instincts. Somewhere in the midst of this dark period, if the visionary holds on to God, then God will empower the vision. At times He seems to want to test your resolve. Paul the apostle went through this. In **2nd Corinthians** he speaks of “*having the sentence of death*” within his spirit. He was so depressed he

wished to die. Yet, he found grace and comfort in Christ to move on. So it is with many of us. You may have to “die” to your desire for this vision, give it back to the One who first gave it to you! It was His, before it was yours. Then He can empower the vision again.

### **The Power of The Vision**

When we say God will empower your vision, this is only true if He can be glorified in it. He will not empower your flesh or your agenda. The gifts and the callings are His doing. So is the power to accomplish the vision his doing. When God’s man catches on fire, the whole world comes to watch him burn! Through submissive dependent faith we must ask The Father to empower His vision in us. Remembering, “*it is not by might, not by power, but by my Spirit says the Lord.*”

The empowering of a vision will be about accomplishing what seems humanly impossible. “*For what is impossible with men, is possible with God.*” The visionary leader sees the solution by faith. He is a problem solver. He sees the Stars, not the Bars! The visionary has God’s perception and God’s super-vision. Proverbs says, “*But a man of understanding will draw it out.*” (**Proverbs 20:5**) God shows him what is not obvious to the naked eye. He sees God’s solution to the problem.

### **When God Empowers**

The empowering of the vision will be about God encouraging you the leader. You will feel helpless and hopeless at times. The Holy Spirit will encourage you. He believes in you. When we are like stuttering Moses before the vision of the Burning Bush; crying out, “who am I to go before Pharaoh?” God will empower you with His boldness and courage. What the Father initiates, He provides for. He will never ask you to do anything He is not willing to equip you to do.

### **What is your Vision?**

What is it God has been calling you to accomplish? Are you listening? Do you see the stars, or do you see only the bars? If you have no vision, then the people perish, and you have missed the opportunity to see the supernatural hand of God upon your life. If you have no God given vision, you are not a Christian leader. A true leader will bow down, yield to Him and move out looking at the Divine possibilities. Be that person God can call and use. “*Here am I Lord, send me.*”

### **How can I know my vision?**

1. Make yourself available to God = *Report for duty.*  
80% of leadership is just showing up!
2. Seek God’s will through prayer & fasting = *surrender to Him.*
3. Spend time in the Scriptures = *God speaks through His Word.*
4. Seek wise counsel from other leaders = *There is wisdom in many counselors.*
5. God sometimes speaks through your life-circumstances = *God divinely changes circumstances.*
6. God will give someone a “word” just for you to define your vision = *a Prophetic word.*
7. Walk in faith as God confirms your vision.= *Trust & obey.*



## Fulfilling Your Vision

Anyone can sit around and dream, but it takes work, discipline, and determination to make your dreams come true.

Without a game plan and goal setting nothing worthwhile is ever accomplished. Success is the progressive realization of a worthy ideal. Goal setting is when you decide **what are** your worthy ideals. Action planning is the progressive realization of those goals.

### Why Set Goals?

A person without goals is like a ship without a captain. The Ship may have the finest equipment and structure, yet without a Captain to steer and chart its course, it goes nowhere or it may **even** end up on the rocks. He who aims at nothing is guaranteed to hit it every time. To fulfill your vision you need to set goals you can aim at and achieve. Success in anything requires planning and direction. **Goal setting is the initial cause of which Success is the final result.**

### How to Set Goals

Goals must be:

- **Achievable** = It is worthy of your effort, for it will “stretch” you; but you can do it.
- **Believable** = Your heart tells you can do this. If you don’t believe it’s possible, it’s not!
- **Measurable** = You can see the end of it. You can measure it.
- **Deadlines**= It will require that you set schedules to accomplish the task.

### Three Kinds of Goals

Three kinds of goals are needed to fulfill a vision:

- Short- range Goals
- Mid-range Goals
- Long-range Goals.

For Example: you have a vision of yourself being Mighty in Scripture like someone you admire. How are you going to become Mighty in Scripture? You feel that learning to memorize Scripture is one of the keys to accomplishing your goal. So you set out to memorize Scripture as a part of your disciplined walk with God. How do you go about it?

### Have a Plan

Memorizing anything takes time, work, and lots of repetition. So, you need a plan. Let’s use the Navigator Topical Memory System as the plan and break it down into manageable goals.

The Wheel = 12 verses **Short-range goal** = one verse a week.

**Mid-range goal** = 12 verses in 12 weeks

**Long-range goal** = To review these twelve verses every week and to add one new verse a week, and add it to the review list until at the end of a year I have memorized 52 verses in a Topical organized game plan for a year.

### Work your Plan

You can eat an Elephant a bite at a time. Fulfilling your vision is about focus and discipline. If becoming mighty in scripture is your goal then do it one day at a time. Be consistent. Be faithful. Be available to do it. Have a plan, and work your plan. Scripture memory is about repetition, repetition, and more repetition.

It can be monotonous! Stay with it and soon the words of Scripture are in your heart, then in your spirit. You must add to your goal a daily time in God's word to read, study, and meditate on the Word. Those men and women you & I know who are Mighty in Scripture didn't get that way by taking short cuts! They have paid the price in diligence over the years. Many days and hours have been given to "*hiding Thy Word in my heart, that I might not sin against Thee*" (Ps. 119:11) The time alone with God each day with an open Bible, a notebook for your journal, is the laboratory where a godly man is formed.

Whatever your Vision is, you'll need a plan to reach those goals. Goal setting is so practical and beneficial.

- Short-range goals can be for a week, a month or two months.
- Mid-range goals are for ninety days to six months.
- Long-range goals are for a year to a lifetime.

### **A Life Goal**

When you come to the end of your life and look back on it, will you feel you were a success? A friend once said, "if you get where you are going, will you like where you're at?" It may not be good grammar, but it is a great question. To assure that you "like where you're at" there needs to be a LIFE GOAL to keep you on track. The Lord Jesus had a life goal. He said, "*I do always those things that please the Father*" and "*I have finished the work thou gave me to do*" ( John 8:29, 17:4)

Many years ago, I determined to have the following as my Life-Goal:

**"To know, love, and Glorify God; and to be used of Him to raise up qualified laborers in significant numbers, to help fulfill the Great Commission in my lifetime."**

Having this goal written in the front of my Bible, my journal, and in my heart has kept me focused all these years. It would be good if every person who wishes to lead others spiritually had his own God directed Life-Goal.

## Born to Reproduce

*Activity is no substitute for production, and production is no substitute for re-production.*

Dawson Trotman, founder of the Navigators, once wrote a little pamphlet entitled, *Born to Reproduce*. I first read it in about 1960. In it Dawson Trotman stresses the concept that we are saved to be disciples and then commissioned of Christ to “go and make disciples.” (**Matthew 28:19, 20**) It is an enormous folly to think that when Jesus gave this challenge to take the message of salvation, “to all the nations,” that He did so without a plan. Indeed, how was it possible that this little group of followers could hope to make disciples of all the nations of the world?

There are those of us who think the great commission is in itself the plan. It contains Christ’s strategy for world conquest. Look at the instructions carefully:

- **Go** = the call to witness & evangelize.
- **Make Disciples** = the call to equip believers
- **Training them** = the call to reproduce ourselves in those we equip
- **I am with you always** = the promise of His power

Actually, all of Jesus’ time on earth with His disciples was spent preparing them to go forth in His name to tell the world the good news. He was enrolling them in the school of discipleship.

Robert Coleman’s classic work, *The Master Plan of Evangelism*, shows us vividly that Christ had a plan & purpose in all that He did with the twelve. Coleman’s book outlines Jesus’ method as follows:

- Selection
- Association
- Consecration
- Multiplication

### Selection

Christ’s first method was to select the right men. Have you noticed that Jesus was very selective in the men He chose to be His “twelve?” He didn’t call everybody, or just anybody. He only called a select few. They were not much to look at from the world’s perspective, but they were men who would follow Him. They were “fat” guys- faithful, available, and teachable. There was a plan in Christ’s choosing of those twelve men. They were not perfect or even supermen as the world values talent, but Jesus saw their potential and built His purpose into them.

Even so we are to “go” and witness to all who will listen. We are to then baptize that new convert. The next step is to make a disciple out of him. Here is where we can learn from Christ. Even Jesus could not make a faithful follower out of Judas. Being selective is important to the plan. Find the person who will follow you and learn from you. A Pastor can lead a congregation, but he cannot disciple a whole congregation. What he can do is what Jesus did. He can prayerfully select two or three.

### Association

His second method was the “with Him” principle. Coleman in his book makes much of this strategy. He says it was Christ’s plan to keep the Twelve near Him those first three years. Long after they might forget where they went, or whom they met, they would always remember Him! This being associated with Christ would forever change these men. The command to “follow me” was a deliberate plan and purposes to mentor the Twelve. They “caught” as much as they were taught. Just being with Christ intimately day in and day out, won their hearts. They would eventually die for Him. Christ understood the “with Him” principle of leadership.

We too, must adopt the “with me” strategy. You cannot reproduce your life and lifestyle in another person without spending much quality time with him. This is true in raising children and it’s true in rising up spiritual disciples. Parents who spend long hours with their child will forever imprint themselves in the soul of the child. Discipleship is “caught” as much as it is “taught.” It was said of the early disciples, “they took notice of them, that they had been with Jesus.” He who would lead others must be as available to his disciples as Christ was to His. Spiritual reproduction is a birthing process, and takes time and painful labor.

### **Consecration**

Jesus’ plan included getting those men He called to “*seek first the kingdom*” Priorities are primary to the disciple. In Luke 14, Jesus parables are all about counting the cost. Three times in Luke 14, our Lord says, “*you cannot be my disciple,*” unless you love me more than people, places and things. His plan calls men to a holy, disciplined walk with Him. Over and over again during those three years they traveled together, Jesus let the disciples see His commitment to God’s Kingdom and He challenged them to be as He was.

We too, must live consecrated lives in order to lead others. It is a spiritual principle of leadership, that you cannot lead others where you’ve never been. You cannot lead others out into the deep, when you yourself cannot swim. You cannot lead another man to live any closer to God, than you yourself live. Why? Because he spends much time with you and he will “find you out.” If you tell him to pray, but he does not see and hear you pray often, then he will not believe he should make prayer a priority. Do you think the twelve ever forgot their hours in prayer with Jesus? Never! When Jesus prayed to His Father, those men hungered to know God like that! Leading others to be disciples is about “being” a disciple first, then telling others about it.

### **Principle of Multiplication**

It is amazing to think that Jesus could look at that odd collection of men; fishermen, tax collectors, Zealots, and common men, and see the Kingdom of God in them. He saw what no one else could see; he saw the world being saved through their witness. Not one of those men had ever traveled a hundred miles from home, yet Jesus commanded them to tell “all the nations” about Him! He must have had a plan. He did. His vision was for each man to win one other man, and train that man to win another. The plan is spiritual reproduction. It is the principle of multiplication.

How does this work, and does it work? It is so simple that few have really tried it. It works like this. If a disciple wins one person to Christ and spends the 1<sup>st</sup> year training that person to win another; meanwhile the disciple is also winning his second person. The convert that he has trained now wins his 1<sup>st</sup> person to Christ. So, at the end of a year there will only be four of them.

This doesn’t sound like a very successful plan to win the world. Few pastors could build a church this slowly. You might think this will never win the world.

Think again. Now the **second year**, there will be eight disciples, because each disciple is winning and training one each year. In **ten years** there will be 1,024 disciples doing the same strategy. In **twenty years** the world will have 1,048,576 followers of Jesus. This isn’t so bad is it? Then if just each one will win and train one, in **thirty years** there will be 1,073,741,824! In one generation, **forty years**, over 1 trillion will come to Christ in salvation! Think about the Master’s plan for a second. This figure of 1 trillion people is such a staggering number the church has had enough time since Jesus gave us this plan to win the world a 100 times over! The church could have fulfilled the Great Commission in the first generation through those twelve men. It’s not a bad plan; it’s just not been tried very faithfully.

Now, we all know there are flaws in this idea of spiritual multiplication. Not every person you train will be faithful to win one each year. However, they should. It isn’t too much to ask, is it? Is it Unreasonable?

Certainly not! The Apostle Paul multiplied his life in Timothy, Luke, Silas, Titus, and Trophimus. He by himself was an evangelist, and won many. However, through those he trained he won multitudes. He says of the Thessalonian believers, *“you became imitators of us. And of the Lord...and so you became a model to all the believers... in that the Lord’s message rang out from you not only in Macedonia and Achaia- your faith in God has become known everywhere.”*(1<sup>st</sup> **Thessalonians 1:6-8**)

It is critical that we understand the Master’s plan for bringing in the Kingdom. We are not called to make converts, whom we baptize, put on our church roles and then forget them. We are not to be about getting numbers of converts, but we are to be about growing disciples. Dawson Trotman said it well, *“Activity is no substitute for production, and production is no substitute for reproduction.”* Christ calls us to “make disciples, and train them.” We are born to reproduce ourselves in others. Jesus did it with His chosen men and we are to follow his example.

### **What are you doing?**

Are you committed to the Master’s plan? If not, you’ve misdirected your energies. One day you will look back on your life and look for some lasting difference you made in this world. Jesus told us to pray, *“that you bear fruit and that it would remain”* (**John 15**) He himself prayed for His disciples “fruit” when He prayed for those who would believe through their witness. (**See John 17:20**) In effect Jesus was praying His followers would become disciple makers!

When I was a young man, a spiritually mature leader challenged me. When I saw him at a conference, I greeted him, “how are you doing?” He responded, “I’ll not ask you how you are doing, but how are others doing, because of what you’ve been doing?” I was stunned! His words penetrated my heart. That question has stayed with me all through the years I’ve served the Master. This is the lifestyle we as followers of Christ are to live. What are others doing, because of what you’ve been doing?” That is our Lord’s question to every true disciple. Are you reproducing fruit that will remain? Can you point to your “Timothy” and say, “There is my effort to help fulfill the great commission in my lifetime? These men and women are my life’s work.

### **I am with you always**

Finally, we go forth in His name, filled with His spirit, and anointed by His power. Jesus gets excited when we try to fulfill His plan. He will go before us, get behind us and speak through us. You have his promise of that blessing. *“Go and make disciples, teaching them to do what I’ve commanded you to do, and I myself will be with you”*



## The Disciple Maker's Methods

Sometimes it is helpful to define what we mean by disciple making. In our Lord's last words to his followers he told them to "*go and make disciples*".

Now, just what is meant by "*making disciples*?" Some think this means evangelism, winning the lost to Christ. No, that is the "go" of Christ's command. We are to:

- Go
- Baptize
- And make disciples.

Is teaching Sunday school making disciples? Is preaching a sermon on Sunday morning making disciples? Well, these things are good and helpful but they fall far short of what our Lord intended. Teaching and preaching are not sufficient to making disciples.

### The Master's Plan

Think of it this way. The Lord Jesus called out a few men to be his disciples. How did they become what he called them to be? He had a method in the training of these men. F.F. Bruce in his classic book, *The Training of the Twelve*, shows us how Jesus made disciples of this rag-tag group of guys! Robert Coleman's *The Master's Plan of Evangelism* also shows us Jesus' method. The essence of making disciples is in the word "training." Christ trained the twelve to take over when he was gone. Let's take a look at how he trained them.

### The Master's Training

Training and teaching are not the same. Training will include teaching, but teaching may not include training. To train a man is to "on purpose" have a plan and a goal in mind. Jesus certainly had a plan and a purpose with the twelve. He was "with them" for the purpose of training them.

Training will include these five elements that the disciple maker uses to make his young convert into a disciple:

#### TELL HIM HOW

Tell him how to pray, how to witness, how to share his testimony, how to read his Bible, and how to memorize Scripture. This is the "teaching part of training. Teaching is needed and necessary, however it is only the first step in growing a new believer to maturity.

#### SHOW HIM HOW

This is where most teachers and preachers fail. They stop at the teaching and preaching and say, "Now go do it". The true disciple maker will do as Jesus did and show him how to do it. The disciples asked our Lord. "*Lord teach us to pray.*" He taught them the model prayer (Luke 11) but he then showed them how to pray. Being "with him" those three years they over and over time and again listened to Jesus pray! He SHOWED them how! True mentoring happens when the leader literally "shows" a young convert how to do a new life skill.

#### GET HIM STARTED

The disciple maker is a "hands on" teacher. Showing is better than telling any day! For example, I can teach you how to witness, and even show you how to witness, but until I get you started doing it for yourself, you are not yet witnessing! If I am with you and little by little get you started, watching me witness, before too long, you'll be doing it on your own! This is Mentoring! This is training others.

### **KEEP HIM GOING**

This is the hard part. The leader of men must have the patience of Job. Young disciples get distracted, and discouraged. They need encouragement. Paul in speaking to the Thessalonians said, “*we proved to be gentle among you, as a nursing mother tenderly caring for her children*”(1<sup>st</sup> **Thess. 2:7**) This is the maker of disciples task. You must keep him going. Your young convert will stop memorizing, stop his quiet time, and stop reading his Bible. Satan is at work. However, you are there for him! You are the Leader of your man. You must build character and discipline in him. Stay after your faithful man until he is faithful on his own.

### **TRAIN HIM TO REPRODUCE**

This is the maturing final stage. Show him that he must teach and train someone else just as you have taught and trained him. He must not break the chain. Train him how to train another. The disciple makers greatest joy is in seeing your faithful man reach another and train him. That’s a blessing! The best way to get him to reproduce is by giving him a transferable concept or tool that he can give to another convert.

Finally, you can see that making disciples is hard work. That’s why so very few men do it well. However, those who invest their time in men reap great rewards. This kind of expedient growth is how God meant us to win the world.

## What is a Faithful Man?

*Where is your “man?” The early church leaders were always training their man. Barnabus had Saul, Paul had Timothy, and Peter had Mark. Where is your faithful man?*

*2 Timothy 2:2 “and the things which you have heard from me in the presence of many witnesses, the same commit to faithful men, who shall be able to teach others also”*

This is a remarkable insight into the Apostle Paul’s strategy of making disciples. Notice the four “generations” of disciples:

- Paul to Timothy
- Timothy to faithful men
- Faithful men to others also.

In God’s economy of reaching the world with the Gospel, we can see the different levels of leadership in the church.

### **The Convert**

This is the newborn babe in Christ (see 2 Peter 2:2) he/she needs the basics of how to “feed” himself. He needs “How to” skills in quiet time, Scripture reading, prayer, fellowship, and obedience.

### **The Disciple (D)**

This is the growing Christian learning to walk with Christ (see Luke 14:25-35) he/she has basic skills of walking in obedience with Christ, but needs encouragement and direction in his vision to make a difference in his world. He needs to be learning to “make disciples” of others in his realm of influence.

### **The Disciple Maker (DM)**

This is a man like Timothy. He has come to the place of leadership in his walk with Christ. He is born to reproduce. He like Paul before him gathers converts & disciples who are “faithful men”. He/she has a Great Commission mentality and compulsion.

### **The Leader of Disciple Makers (LDM)**

Very few reach this level of maturity and vision. Paul was such a man. In our day there are those who lead the leaders, and create the vision that impacts the world for Christ.

### **Finding a Faithful man**

All “going forth and making disciples” begins in finding those men who are deemed worthy of the time and effort it takes to mentor others. Who are those “faithful men? What did Paul envision when he tells Timothy to teach faithful men? Proverbs, raises the question, *”most men will proclaim everyone his own goodness, but a faithful man who can find?” ( Proverbs 20:6)*

In essence I think Paul is urging Timothy to find men who are like himself. Timothy was a faithful man to Paul. I see at least three elements in looking for a faithful man, or in being a faithful man.

Someone said the faithful man is a “FAT” man.

**F= faithful**  
**A= available**  
**T= teachable**

Let’s look at each of these characteristics:

**I. The man you can train is FAITHFUL**

He has come to the place in his life that he wants the will of God to be done in his life at any cost. He is dedicated, motivated and consecrated. He has a heart for God. He is faithful to God and is willing to be faithful to you. Not every man is willing to be your faithful man. Timothy allowed Paul to mentor him. Demas forsook Paul, having loved this present world. Even the great apostle could not mentor Demas. Also, John Mark left Paul to eventually follow Peter. You must find men who will follow your lead and submit willingly to your spiritual leadership. He is loyal to you. You are his disciple maker. He is faithful to you as you follow Christ.

**1. Will he follow you?**

Faithful doesn’t mean just faithful to Christ and the kingdom. You and your faithful man have a leader/follower relationship. He so admires and respects your walk with God that he will follow you in order to learn from you.

**2. Will he be willing to follow transferable conduct and concepts?**

A basic principle of leading another in disciple training is that you have a plan. This plan is your strategy to give your faithful man transferable concepts. What is a transferable concept? It is when you teach another how to do a task the same way you are doing it. It is telling him how and then showing him how repeatedly by your disciplined behavior. You as a disciple maker must never ask a disciple to do something you yourself are not willing to do. He must see you doing it. You are a servant leader to your disciple as Jesus was to his disciples. Training a faithful man is “caught” as well as taught. He must want to be like you and to do what you do.

For example: you teach your faithful man the Navigator Wheel as a method of Scripture memory. He sees that you are memorizing the Wheel and using your verses to live your life. If he is willing to do as you do, to learn the 12 verses in the Wheel, then that means he is “faithful” to follow your training. However, if he refuses to do the Wheel and its verses, but goes off on his own, and memorizes other verses, then he may be faithful to God, but he is not faithful to you! He cannot be your disciple.

**3. He has an appetite to learn, and is willing to learn from you.**

He must have a love for The Word of God. The prophet Jeremiah said, *“Thy words were found, and I did eat them; and Thy word was unto me the joy and rejoicing of my heart”* ( **Jeremiah 15:16**)

There is a saying, “you can lead a horse to water, but you cannot make him drink” I would add to that, “and you cannot make him drink from your trough” When the disciple maker looks for a faithful man, be careful to not only look for a loyal man, but also to look for a hungry man! Your faithful man must be starving for the Word of God! There is a fire burning in his belly to learn and grow. He will let you feed him from your trough.

## II. The man you train is AVAILABLE

He has a servant heart. He is a potential servant-leader. Jesus never measured a man by how many servants he had, but rather by how many men he served. Your faithful man must be willing to follow you and serve Christ.

Your faithful man feels called of God to be available to you for mentoring. He has committed his TIME for the very purpose of learning transferable concepts from you. He is available for a quiet time, journaling, prayer, and training. He is available for Scripture memory, and will allow you to hold him accountable. For a set amount of time he is available to learn the “things you have learned from me in the presence of many witnesses.” He understands that he is not to be a “cul-de-sac” but a conduit. There is another potential Faithful man out there waiting on him to come train him also. He is available.

### 1. He is available to learn

He does not have an independent spirit. He can live under authority.

He is at a place in his life where he will make his growth as a follower a priority. He is available to his mentor. It will require sacrifice on both your parts. It takes time to grow a disciple. He is available to you! He is faithful.

### 2. He is able to teach others

Not every person the disciple maker trains has the strong ability to teach others. I suggest that the disciple leader give his best quality time to the best people. Seek a person to follow you who is “apt to teach” as Paul describes him. By training your faithful man you may be winning and training thousands through him. Always pray and ask God to send you those who will in turn be able to take the training to “others also” (2nd Timothy 2:2) Your faithful man may be a follower to you, but he can be a leader of others. God through you is his future leadership! God in and through him can multiply your witness many times over.

## III. The man you train is TEACHABLE

Not every Christian you meet has a teachable spirit. The faithful man has a God hunger to learn. Also, he is willing to learn from you! By teachable we mean open to your leadership. He is Meek before God and his mentor. He does not have a proud spirit. He is humble enough to learn from his mentors. More than anything your faithful man is willing to let YOU teach him. This is crucial. The disciple maker soon learns that he cannot mentor everyone. Paul could not mentor John Mark until the last days of Paul’s life. Find a man or men who respect your Godly walk so much that they hunger for what you have, and will submit to you to get it!

He is teachable to your methods and transferable concepts. He must understand that by teaching him you are teaching those whom he will teach also. The strategy is critical. You are preparing him to prepare others. Your faithful man must be willing to be a part of this kingdom process.

As the Disciple grows in his desire to reproduce his skills and life in others he must prayerful seek those “FAT” men and women who manifest these qualities. Put quality time into quality people.

Someone observed that the faithful man is a man of faith! If you take the word “faith” and break it down you’ll see the characteristics of the man you can grow to maturity.

F = faithful

A = available

I = initiator (self starter)

T = teachable

H = heart for God



## Bringing Men to Maturity

What are your objectives as you disciple another man/woman? What Christ-like qualities should the disciple-maker (DM) focus on? The Disciple-maker (DM) must work toward the goal of spiritual maturity in his disciple. Paul spoke of this in **Ephesians 4: 13**, “*until we all attain to the unity of the faith, and of the knowledge of the Son of God, to a mature man, to the measure of the stature which belongs to the fullness of Christ.*” The DM must have a “game-plan” to present his disciple complete in Christ.

- ***The DM helps his disciple fulfill his/her God-given Vision.***

You will work on helping him/her fulfill God’s call on their life. His Vision is his heart passion, his energy. The DM must build into that Vision.

**Warning:** Your man/woman’s vision or calling may not be what you choose for him, but it is what God has called him to do. Support what God is doing in your disciple’s life.

- ***The DM Helps his disciple grow in their Faith Walk***

Work on the disciple’s trust in God to meet every need, especially as it relates to the calling & vision. Focus on Bible truth’s that strengthens the faith walk. Verses like: **Hebrews 11:6;**

**Jeremiah 29:11 & Philippeans 4:19**

- ***The DM seeks to develop Consistency in his disciple.***

Because we are God’s “lights” in the world, the disciple must be trained to be consistent in his lifestyle. Hold him accountable to be consistent in prayer, Quiet time, soul-winning, and faithfulness to the call of God in his life. **Matthew 5:16**

- ***The DM Helps the disciple become a Prayer/Warrior***

Nothing strengthens faith like real praying. Work on getting him to walk by faith, not sight, by helping him claim God’s promises thru prayer. He must spend time with you praying as he observes your faith and dependence upon the Holy Spirit.

**Philippeans 4:6, 7; Proverbs 3:5, 6**

- ***The DM Stresses the importance of Integrity & Accountability.***

Weekly give your disciple opportunities to be responsible, on time, and to keep commitments. Integrity is learned over time, and it must be focused upon as a Christ-like characteristic.

**Proverbs 11:3, Titus 2:7**

- ***The DM works on the Apostolic qualities that Paul built into his disciples.***

From the Scriptures, search out with your disciple the qualities Paul expected of Timothy, Titus, and others he mentored. List these character Qualities by chapter & verse, then memorize verses that stress these qualities.

**For Example:** Paul says to Timothy, “*Let no one look down on your youthfulness, but rather in speech, conduct, love, faith, and purity, show yourself an example of those who believe.*” **1<sup>st</sup> Tim. 4:12**

- ***The DM works on the disciples leadership/multiplication skills.***

Those who lead others are pacesetters, and are not afraid to stand alone for Christ if need be. Your disciple must forever be challenged to lead and reproduce his life in others. Take him soul-winning, review his follow-up methods, and hold him accountable to use transferable concepts with those he disciples

- ***The DM encourages the disciple to be light & salt in his own family.***

Pacesetting begins at home. Your disciple, if married, must be challenged to lead his family in discipleship. Time must be given to helping him/her apply to his family the truths he is learning. Reproduction starts @ home. **Ephesians 5:23-28**



## Beginning to Disciple a new Convert

### **Assumptions:**

This guideline is written in very simple style & content. It assumes you as a Disciple Maker are working with a new born babe in Christ. This new born “babe” needs only baby-food; he cannot digest strong meat. So we are assuming the new believer knows NOTHING! We must both teach him & train him as you would a new born baby.

- *Teaching* him has to do with doctrine & his belief system
- *Training* him has to do with developing his Skills as a disciple.

Your new disciple may know some things, but we will assume we are at the beginning. We must teach him how to:

- feed himself the Word
- have a quiet time
- journal his walk with Christ
- talk to God
- share his testimony
- witness to others
- become a reproducing disciple

### **Week One: 1<sup>st</sup> meeting-** Does the new believer have a readable Bible?

We can disciple him without his owning a Bible, but with very limited results. We cannot bring him to maturity without him owning a Bible; preferably a complete Bible-not just a New Testament.

1. Show him how to find the Gospels-Matthew, Mark, Luke & John.
2. Explain to him that these were Jesus’ disciples whom God used to write the story of Christ’s life. We cannot grow in our faith without knowledge of Christ and our mission as His followers.
3. Assignment: He is to read chapter one of the Gospel of John before you & he meet again. He is to read John chapter one with a notepad & pencil by his side. You want him to take notes of his insights and questions so the two of you can discuss them when next you meet.
4. You tell him you will not meet with him until he has read & completed this assignment in John 1. When he is finished he can bring his notes to share with you.
5. Review with him how to pray-using the A-C-T-S {Four Minutes with God} in the Disciple Leader Manual
  - A= Adoration
  - C= Confession
  - T= Thanksgiving
  - S= Service or supplication.You must pray with him using this four minute model- you show him how to pray by praying with you.

### **Week Two: 2<sup>nd</sup> meeting-** Begin “quiet time” skills

1. Review John chapter one with your Timothy.
2. Encourage him to use notebook or a spiral bound writing pad for storing his notes.
3. Begin showing him how to APPLY the Word to his life, by asking himself questions from God’s Word.  
Example: John 1:1 says “*and the Word was God and was in the beginning with God*”

**Question:** What does this tell me about Jesus Christ? Do I believe that Jesus Christ is creator God? See John 1:10 & Colossians 1:15-17

**Example:** John 1:12 says those who receive Him become sons of God simply by believing in Him. What does it mean to “receive Christ?” Has he received Christ & become a child of God? See John 3:5-7 & 3:16 & 36

4. Encourage him to memorize John 1:12 by next week. Memorize it topically

**Topic:** Must receive Christ- John 1:12. Encourage him to memorize it word perfect, just as it is in his Bible.

5. Assign him to read chapters two & three of John’s gospel and to write his meditations in his notebook.

### **Week Three: 3<sup>rd</sup> meeting** –Continue developing his time alone with God.

Question him about his quiet time. How consistent was he? Did he meet God everyday?

1. Review his Scripture memory verse- John 1:12. Can he quote it with the topic {Must receive Christ} reference & verse?

2. Review his prayer life using A-C-T-S {Disciple-leader Manual- Section one}

You must stress praying this “pattern” for prayer.

**Adoration**- Helps him learn to praise the Holy Father- We enter His courts with Praise

**Confession**-Show Him 1<sup>st</sup> John 1:8-9, encourage him to accept God’s forgiveness thru the blood of Christ

**Thanksgiving**- an essential part of prayer is being thankful for God’s blessings. Encourage him to list the many provisions God has made in his life.

**Supplication**- praying for others. Get him to list in his notebook the people he is praying for. He is to pray for the salvation of others in his family or sphere of influence.

3. Review his time in the Word- John chapters 2 & 3. Is your Timothy developing some meditation skills by writing his insights & questions in his journal {notebook}? If not, hold him accountable. Do not allow laziness or undisciplined behavior to start. He must follow your instructions in order to “earn” your time with him. Do not meet with him again until he does his “homework” assignments.

4. Assign another memory verse from John chapter 3. 3:7, 3:16, 3:18, or 3:36

Use a Topic for your memory verse- Salvation by Faith-John 3:16 & 36

### **Week Four: 4<sup>th</sup> meeting**- Begin Doctrinal Study

1. You could begin with him in the New Life in Christ booklet, assigning your “Timothy” one Chapter a week. When you meet, you review the Chapter with him and memorize a verse on each Chapter topic.

Example; Chapter one of NLIC is Assurance of Salvation. Memorize 1<sup>st</sup> John 5: 11-12.

2. The next week review Eternal security and memorize a verse on that topic.

Note: Each week when you meet with your Timothy, always spend some time reviewing your verses- review, review, review! That is the method of learning Bible verses.

### **Week Five: 5<sup>th</sup> meeting**- Review! Review! Review!

You now have a continuing pattern for each week:

1. Review memory verses

2. Go over Quiet time assignments & application.

3. Encourage him to be consistent in his disciplines of being a Christ-follower

4. Continue each week in the New Life in Christ booklet, memorizing a verse for each chapter topic, until you have completed the 13 lessons in NLIC.

5. Finally, become a pray partner with your Timothy- sharing burdens & victories as God answers prayer.

### **Weeks 6 & 7 meetings**- Train your Timothy to witness to others.

As your Timothy grows in faithfulness to the Lord & to your disciplines of growth you can begin to develop him as a soul-winning witness.

1. Train him to share his testimony by writing it out and then speaking it to you & then to others. He can learn to do this by reading the lesson on sharing your testimony in the Disciple Leader Manual.
2. Begin to train him in the use of the Evangecube as a witnessing tool. There are at least 6 verses of Scripture that go with the Evangecube. Begin memorizing these verses & the panels they match on the Evangecube.
3. On a regular basis take your Timothy witnessing with you. This “field training” will greatly advance his confidence as a witness. Soon he will be doing it on his own.

**Week 8 meeting- Born to Reproduce**

Now you return to the regular disciplines of quiet time, prayer & Scripture memory & review.

Each meeting you can deepen his knowledge of Christ thru Bible study together

1. Born to reproduce: about now is time to talk to your Timothy about reproduction. Soon he must win someone to Christ & begin the process of discipling that new convert. He must see that each disciple is to reproduce himself in others.
2. When he begins his own “one on one” meeting with his Timothy; he can review with you the same methods you & he use. Walk him thru the week by week schedule with his disciple.
3. Continue to take him witnessing whenever possible to keep him focused on evangelism.





