

MULTIPLYING

EQUIP HUDDLE
LEADER GUIDE

INTRODUCTION:

Thank you for leading your team through this content. You are a valued and important piece to our development of our ministry teams on this campus.

Through this discussion it's important to remember you are equipping your team to equip others. Just a reminder you are the facilitator of this discussion and don't need to be the teacher. What's great is you all will be learning together through the discussion and the key to your role is to:

(1) Keep it simple, (2) Keep on topic, and (3) Keep it moving.

The purpose of the core value of Multiplying at RLCM is to take Jesus' words and model of ministry seriously to keep making disciples and not merely converts or consumers of Christianity. Multiplication means we invest in a few key people and train them by having them model us to do the same. By multiplying ourselves as leaders we multiply our leadership, our ministry and our church to keep reaching more and empowering people to 'help people' help people, find and follow Jesus.

CELEBRATE

What are you celebrating in your personal life or ministry right now?

- **Leader note:** The point of starting off with this question regularly is to help connect on a personal level with the team members and ensure we model caring for our volunteers as individuals and not just for what they produce. Also it encourages a culture of pausing to celebrate all wins not just major ones.

CONNECT

Who is someone who invested in you showing you how to follow Jesus? Talk about what they taught you and how they demonstrated what a life in Christ looks like.

- **Leader note:** The goal of this question is to point the discussion towards helping people see that discipleship and leadership was modeled for each of us and we in turn do the same to others in our life. If time permits, ask a follow-up question: Why did you choose to follow this person's model or demonstration in your life?

COACHING CONTENT

VIDEO

[Our Lead Pastor Rusty George on Multiplying](#)

- **Leader note:** Transition to the video by communicating that our Lead Pastor Rusty George has prepared a brief summary of this Core Value that will help jumpstart our discussion.

KEY SCRIPTURE

Matthew 28:18-20 NLT

Jesus came and told his disciples, "I have been given all authority in heaven and on earth. Therefore, go and make disciples of all the nations, baptizing them in the name of the Father and the Son and the Holy Spirit. Teach these new disciples to obey all the commands I have given you. And be sure of this: I am with you always, even to the end of the age."

- **Leader note:** These final words from Jesus are known as the Great Commission. This is a sending command that he gives his disciples before his ascension and they are understood as a universal command for all followers of Jesus today. The crucified, risen, Savior is empowering us to partner with him in multiplying the movement, advancing the Kingdom of God. NT Wright says "As Jesus called the fishermen by the sea of Galilee, and trained them up as 'learners', imitating his way of life and coming little by little to understand his kingdom-message, so his followers ever since have the responsibility of calling men, women and children to follow him, and training them to understand and follow his message and his way." (Matthew for Everyone, Part 2). Let's focus on being a disciple-maker.

DISCUSSION QUESTIONS

1. What is a disciple?

- **Leader note:** Literal meaning just means 'a student of a teacher'. A disciple doesn't just learn knowledge from a teacher but lives like the model given by the teacher. Guide conversation towards qualities and actions of a disciple of Jesus.

2. What is Jesus saying here? What is encouraging about it? What is challenging about it?

- **Leader note:** Jesus is calling all disciples of him to a life of intentionally pursuing others to be discipled, which means we must become the teachers. In order to teach we must learn and live it ourselves. Making disciples isn't just for the pastors but a call for all of us to live out.

- **Leader note:** This is a blog post from Carey Nieuwhof who is a well known pastor of a church in Canada and leading voice for pastors everywhere through his podcast, blog and books. This is basically an excerpt of his book “Hero Maker: The 5 Essential Practices of Leaders who Multiply Leaders.”

Five . . . four . . . Ferguson picks up his dribble . . . three . . . two . . . one . . .
Ferguson shoots and scores! They win! They did it! Ferguson’s
last-second shot has won the championship!

With my hands raised in victory, I shouted those words in the driveway of my house as a kid. In fact, I created a heroic drama like this hundreds of times every summer.

I bet you did too. If it wasn’t a game-winning last-second shot, how did you imagine yourself as the hero somewhere? My wife, Sue, who became a teacher, saw herself being like Anne Sullivan: teaching the next Helen Keller and helping her students discover how to learn.

Maybe you dreamed of taking a spaceship into outer space as the whole world watched to see whether you would land safely. Perhaps you envisioned yourself in front of ten thousand screaming fans, nailing a face-melting solo on your electric guitar. Maybe you imagined dancing so beautifully that when the music stopped, the crowd erupted with a standing ovation. I believe God put that dream to be a hero within each of us as our way to make a difference and to leave our mark on planet Earth.

JESUS AS A HERO MAKER

Jesus’ death on the cross was heroic. Jesus told his Father, “Not my will, but yours be done” (Luke 22:42), and then he stretched out his arms and gave his life for us. But Jesus didn’t stop with being a hero. He made heroes out of his closest followers. We know that Jesus was a hero maker by how he allocated his time and energy as a leader.

When you think of Jesus’ ministry, do you picture him speaking to the crowds—Sermon on the Mount, feeding of the five thousand—or spending time to train the Twelve? One researcher says the Gospels put 3/4’s of their emphasis on the training of the Twelve. He calculates that from the time Jesus told the Twelve that he’d teach them to multiply (“I will send you out to fish for people” [Matt. 4:19]) until his death, Jesus spent 73% of his time with the Twelve. That’s forty-six events with the few, compared with seventeen events with the masses. The ratio of time Jesus spent with the few versus time he spent with the many was almost three to one.

The point: Jesus’ ministry emphasis, in terms of where he put the biggest amount of time, was with his twelve apprentices! He was mentoring them so they would do “greater things” (John 14:12). This included multiplying themselves through others. In the years that followed, not only do we see the amazing works of the Holy Spirit through these twelve in and after the book of Acts, but according to history Jesus’ earliest followers fulfilled his prophecy that they would do greater things by making other disciple makers around the world

21ST CENTURY HERO MAKER

I vividly remember the day I looked at my schedule and saw an appointment with a guy named Sam Stephens. I asked my assistant, Pat, why I had this meeting and who this guy was. “I thought you knew him,” she said. “All I know is that he is from India.” I went into the meeting wondering if this would be a waste of my time. I greeted the man, extended my hand, and asked him to tell me his story. Sam started back in the 1950s, with a story about his father. Sam’s father had started a mission to plant churches in India, and by 1992 they had experienced some growth. They now had two hundred churches, and all could be traced to that first church started by Sam’s dad in the 50s.

Wow, I thought. Two hundred churches! Sam had my attention now.

Sam wasn’t comfortable talking about his own work; he’s very humble. So I had to drag the details out of him. He told me that in 1992, he had taken over the mission, and he made a simple but strategic shift in the way they did things. He began to insist that every church planter not only plant a church but also have an apprentice church planter. This was someone who would come alongside the planter and learn firsthand how to plant a church, so the reproduction would continue year after year. Now I was really curious. “How is that going?” Without much expression, Sam replied, “Well, we now have seventy thousand churches.” At that point, I was glad that I was sitting down. I was beginning to realize that this was an incredible story. I asked Sam, “How many people does that represent?” And again his reply took my breath away.

“I think about 3.5 million,” he said. Then he added, “But we are praying for one hundred thousand churches and 5 million people!” At that, I began to wonder: how did this kind of exponential multiplication happen? In talking further with Sam, I learned that he had discovered hero making. He made the shift from trying to be the hero to hero making back in 1992, and it transformed the results of their church-planting efforts.

Sam had discovered that there were people and leaders all over India who had gifts, and he found that if he could empower them, encourage them, and make them successful, then Jesus’ mission would be accomplished at a completely different level of productivity. He mentored leaders who in turn mentored other leaders who in turn did the same for many others. Sam Stephens is a hero maker!

HERO MAKING PRACTICES

It was the leadership of Jesus and meeting people like Sam Stephens that led me to look closer at the practices of hero makers. This resulted in a closer study of the gospels, reflection on my own experience and assembling a think tank of multiplying leaders. The findings were included in a new book by me and Warren Bird, [Hero Maker: The Five Essential Practices of Leaders Who Multiply Leaders](#). The following are the top five practices of these hero makers:

1. MULTIPLICATION THINKING

This is a shift in thinking, and if you want a quick slogan for this practice, it’s “Think it!” You move from thinking that the best way to maximize ministry is through your own efforts to understanding that it is through developing the leadership of others. We see this in the life of Jesus in Acts 1:8. When Jesus casts a vision for taking the gospel to the ends of the earth, he tells his followers, “You will be my witnesses” to explain that he is going to do it through them. Jesus didn’t think the mission was going to happen just through him during his time on this earth; he thought it would happen through others who would equip others who would equip still others. Jesus practiced multiplication thinking.

2. PERMISSION GIVING

This is a shift in seeing, and if you want a quick slogan for this practice, it's "See it!"

You will take the focus off your leadership and begin to see the leadership potential in the people all around you. Since you see the people around you as leaders in development, you will begin to lead with a yes and give them permission to fully engage in the mission. We see this in the life of Jesus when he says to a group of ragtag working-class fellows, "Come, follow me." (Matt. 4:19) They never expected a rabbi to see them worth teaching and leading. But Jesus saw in them a group that could change the world.

3. DISCIPLE MULTIPLYING

This is a shift in sharing, and if you want a quick slogan for this practice, it's "Share it!"

You will begin to not only share what you know to help others follow Jesus but also share your life and invest in the development of leaders who do the same for other leaders. We see this in the life of Jesus as he spent three years primarily with twelve people (John 3:22).

4. GIFT ACTIVATING

This is a shift in blessing, and if you want a quick slogan for this practice, it's "Bless it!"

You will not just ask God to bless the gifts he has given you but ask him to bless the leaders you have developed as you send them out at the end of their apprenticeship. The most obvious example of this is in Matthew 28:16–20; Jesus is turning over the leadership of the movement to his closest followers, and he tells them, in effect, "I have all authority and will use it through you as you go!"

5. KINGDOM BUILDING

This is a shift in counting, and if you want a quick slogan for this practice, it's "Count it!"

You are no longer only concerned with who is showing up at your thing; you count who is doing God's thing! Jesus told his followers in simple terms, "Seek first the kingdom of God" (Matt. 6:33 ESV). They heeded this admonition, and all that mattered was what God was keeping track of as the Jesus mission was being advanced around the world. With these five practices, God will use you to change the world. Each practice depends on your willingness to continually ask, "Am I trying to be the hero, or am I trying to make heroes of others?"

DISCUSSION QUESTIONS

1. What are the benefits of duplicating ourselves?

- **Leader note:** You grow just as much as the person or people you're investing in; there's more people which means more energy; team members are fresher and more focused; what's modeled will be demonstrated.

2. What are the consequences of not focusing attention on the necessity of multiplying?

- **Leader note:** Not multiplying will lead to either burn out or rust out (stagnation). Burn out = too much responsibility and not enough resources. Rust out = too many resources but not enough responsibility. No or limited growth or too much growth to handle for one person or team are likely.

3. Who has God put in your life to invest in?

ADDITIONAL SCRIPTURE

Be imitators of me, as I am of Christ. - 1 Cor. 11:1 ESV

- **Leader note:** Paul is encouraging his listeners to follow him as he follows Christ. As Christ followers we should be emulating Jesus in every way humanly possible. Paul isn't trying to boast about himself as he knows he's only worth following as a leader because of Christ. Often people will get closer to Jesus because of the example we live in our intimacy with Jesus.

DISCUSSION QUESTIONS (OPTIONAL)

1. What do you think Paul the author of this letter to the Church in Corinth is saying?

2. What are some qualities to look for in someone to invest in?

- **Leader note:** committed; teachable; trustworthy; reliable; relational; leadership potential; hungry to learn to name a few.

CLOSING THOUGHT

If Christ's model was to invest in a few, to invest in a few, let us model after Christ and invest in a few or one and watch how God multiplies you, your ministry and our church.

- **Leader note:** This is the conclusion of the huddle so make sure to point people to a mindset of leading intentionally and creating an action step towards multiplying themselves.

COMMUNICATE

Pertinent ministry announcements that need to be communicated.

CARE

Prayer requests and corporate prayer

- **Leader note:** Depending on time you may need to simply close in prayer but the goal is to end the discussion on time to provide space for prayer. Ask for prayer requests and either ask who would like to pray, allow time for people to pray or lead or delegate a person to close in prayer.