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MULTIPLYING MINISTERS

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Kingdom Growth

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The Multiplier Mindset

SGI 
STRENGTHEN · GROW · INCREASE

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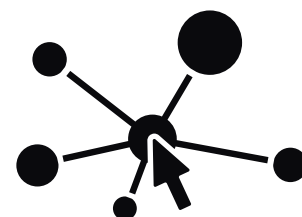
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SGI Church Growth Resources

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Strategic Growth Initiative

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Now available for ALL! View this tremendous resource for pastors, districts, church leadership teams and those involved in the local church. This Church Growth Track will consist of eleven lessons, each taught by Apostolic leaders on the front lines of revival and growth. Please click VIEW COURSE for this free resource.

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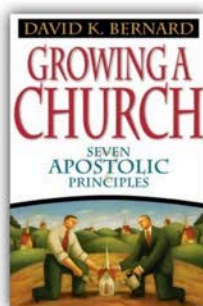
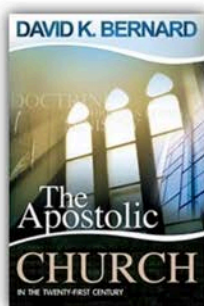
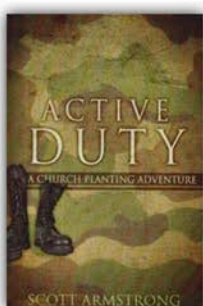
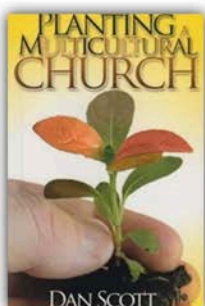
Strategic Growth Initiative (SGI) Resources



The Strategic Growth Initiative (SGI) was born in the heart of General Superintendent David K. Bernard as God gave him a vision for growing the North American church. The General Board of the UPCI approved the forming of SGI for the purpose of highlighting growth in the areas of the number of churches and ministers in North America. The four focus points of SGI are outlined below along with resources available through the Pentecostal Resources Group.

Multiply the number of churches

SGI will assist districts by providing promotion, planning, and training with the goal of enabling every district to at least double the number of churches (including preaching points, daughter works, autonomous church plants, multicultural church plants, integrate independent Apostolic churches, etc.) in one decade.





Multiplying Ministers

Darrell Johns

SIG stands for “Strengthen. Grow. Increase.” If we are to fulfill the great commission, we must increase the number of ministers to do the work of the ministry. Multiplying ministers will strengthen and grow the church.

In the New Testament church, every member is a minister. Moses spoke of the church age as a prophetic wish when Joshua warned him about the unauthorized prophesying of Eldad and Medad outside of the camp: “But Moses replied, “Are you jealous for my sake? I wish that all the Lord’s people were prophets and that the Lord would put his Spirit upon them all!” (Numbers 11:29 NLT). That is a reality in the church age.

While all members of the body of Christ are ministers, not all are called to the five-fold ministry. If we are to multiply members who have ministry gifts, we must also have a revival of God-called ministers to lead and feed the church. While God alone calls, each of us who have a call must multiply ourselves through other God-called ministers.

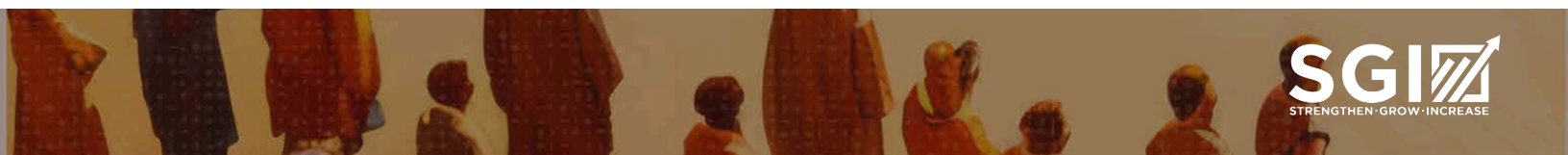
Joshua was the servant of Moses and his protégé. The Lord ordained that Joshua would succeed Moses as the leader of Israel. Moses led the Israelites out of Egyptian bondage, but Joshua led them into Canaan. God’s plan was that, after Moses, there would be a Joshua. This leadership transition involved both mentoring, and a dynamic spiritual transfer. “And Joshua the son of Nun was full of the spirit of wisdom; for Moses had laid his hands upon him: and the children of Israel hearkened unto him, and did as the Lord commanded Moses” (Deuteronomy 34:9). Joshua was full of the spirit of wisdom because Moses had laid his hands on him. God gave Joshua the spirit of wisdom, but He used Moses to impart that spiritual ministry to him.

God will call the next generation of Apostolic leaders, but it is incumbent on the current generation of leaders to lay their hands on the younger. We have something to impart that will equip ministers. We need to train practically and impart spiritually.

Moses laid his hands on Joshua, and the Lord imparted the anointing of Moses into Joshua. Who are you training, and on whom will you lay your hands to multiply your ministry?

Darrell Johns

Darrell Johns serves as pastor of Atlanta West Pentecostal Church, assistant general superintendent of the Eastern Zone, UPCI, and chair of the Strategic Growth Initiative Committee of the General Board.





RAISING UP MINISTERS FOR KINGDOM GROWTH

Derald Weber

IDEA IN BRIEF

Derald Weber emphasizes that true church growth comes not merely from increasing attendance but from multiplying ministers. Drawing from Scripture and personal pastoral experience, Weber outlines four steps for multiplying ministers: promote the call of God, provide a clear path forward, develop intentional training pathways, and empower and commission new leaders. He stresses that ministry should be reproduced, not hoarded, and that every church must embed multiplication into its culture.

As more ministers are raised up and sent out, the Word of God increases, and the Kingdom of God advances through generational leadership.

In the kingdom of God, ministry multiplication is not just a strategy, it is a necessity. The call to make disciples of all nations (Matthew 28:19-20) includes both spiritual and practical application. For the church to effectively fulfill its mission, we must intentionally multiply the number of ministers who can lead, shepherd, teach, and serve our communities. This effort is not merely about increasing numbers, but about deepening our reach and ensuring sustainability in ministry.

Scripture offers a strong foundation for multiplying ministers. Jesus himself modeled this with the twelve disciples. He did not carry out his mission alone; He invested in others, empowered them, and sent them out. Similarly, Paul mentored Timothy and instructed him to entrust the gospel to faithful men who were also qualified to teach others (2 Timothy 2:2).

This creates a generational pattern of leadership, one that replicates spiritual authority and service through consistent mentorship.

From Addition to Multiplication

One of the most powerful ways that God advances His church from addition to multiplication involves raising up and sending out ministers. This isn't merely a strategic decision, it's a biblical model demonstrated in the book of Acts. In Acts 2:47, we read, "And the Lord added to the church daily such as should be saved." Later, in Acts 6:1, the language shifts. "The number of the disciples was multiplied." This progression from addition to multiplication is not accidental. It reflects a church maturing, expanding, and reproducing itself through ministerial development.

For some time, I pondered how the early church made this leap. Was it the result of more dynamic preaching? Perhaps it was due to better organization or more focused outreach. While those likely played a role, I believe Acts 6:7 reveals the real key: "And the Word of God increased." This does not mean that sermons simply became longer or more frequent. It means that both the places where the Word was preached, and the number of people who preached, multiplied. In essence, the church experienced multiplication when the ministry capacity expanded.

Our Journey: A Church That Sends

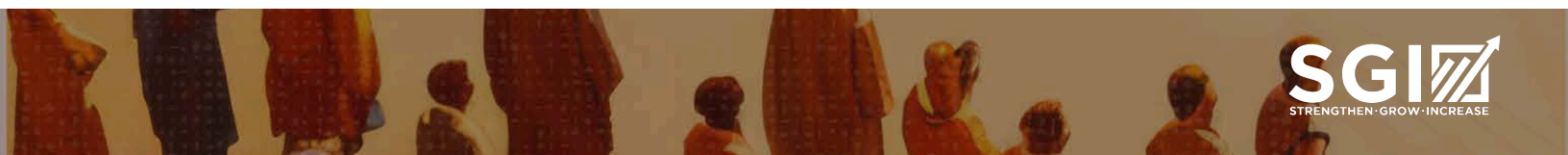
My wife, Karen, and I had the incredible honor of planting and pastoring a church in Lafayette, Louisiana. Before stepping into the full-time role of district superintendent, we were privileged to witness God calling and raising up numerous men and women to preach the Gospel in nearly twenty-five years of pastoral ministry there. Watching ministers whom we had mentored become pastors, church planters, missionaries, evangelists, and leaders in various capacities remains one of the greatest joys of our ministry. We learned that if you want to multiply disciples, you must first multiply ministers.

Four Key Steps to Multiply Ministers

1. Promote the Call of God

Every church contains people who may be sensing a call from God; they just don't know what to do with it. As pastors, we must regularly speak about the call to preach. Weave this emphasis into sermons and Bible lessons. When you vocalize the reality that God still calls people into ministry, it resonates with hearts He is already stirring.

Often, simply giving language to that call is enough to open the door for someone to step forward. A single sentence, "Some of you are called to preach the gospel", can become a moment of divine confirmation.



2. Create a Clear Path Forward

Once someone senses the call, they tend to immediately question: “What now?” That uncertainty can be paralyzing if not met with direction. Upon first feeling the call to preach, I remember nervously walking into Bishop G. A. Mangun’s office. He and Pastor Anthony Mangun received me with compassion and clarity. They didn’t leave me guessing but they outlined next steps and created a path forward that gave me confidence to pursue my calling. Pastors must be ready to do the same. Don’t let the calling be a mystery. Provide clarity, suggest next steps, and offer continual encouragement.

3. Develop Training Pathways

Effective multiplication requires an intentional development process. You cannot expect growth without investing in preparation. That means creating structured opportunities for learning, mentorship, and hands-on experience.

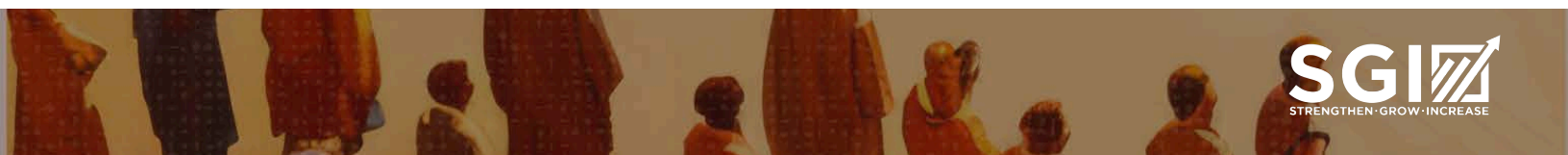
In Lafayette, we developed a training model with three key components:

- **Regular In-Person Training:** We offered monthly Ministers Class sessions with structured teaching on topics such as What Is Ministry, Sermon Building, Ministerial Ethics, Apostolic Authority, Characteristics of a Christlike Servant, etc.
- Class attendees were categorized into three levels: (1) those initially discerning a call, (2) those actively training for ministry, (3) those serving in licensed or advanced roles.
- All sessions began with three ministers presenting a ten-minute sermon each, followed by peer feedback. Then, I would teach one of the above-mentioned lessons (a curriculum we are currently working to publish).
- **Ministry Apprenticeship:** Ministers were placed in real ministry roles—preaching, leading, teaching, serving—in order to gain experience while receiving guidance through mentorship. These opportunities helped them understand responsibility and accountability while developing people skills.
- **Theological Education:** We emphasized doctrinal training to ensure ministers obtained a firm grasp of biblical commands and principles for a strong foundation in Apostolic truth.

Additionally, each minister completed and submitted a monthly Accountability Calendar tracking daily prayer (20 minutes minimum), daily Bible reading, fasting (three days/month), weekly witnessing, and leading Bible studies. This accountability reinforced spiritual disciplines, formed habits, and emphasized ministerial integrity.

4. Empower and Commission

Training alone is not enough; empower and send them. Empowerment requires trust. Give emerging ministers responsibility and let them lead. Publicly commission them through ordination or blessing, making it clear to the church that this is a shared mission.



Commissioning isn't the end, it's the beginning of a journey that still requires mentorship. Ministers need spiritual fathers and mothers who continue to guide, pray with, and challenge them long after their commissioning.

Multiplication must be part of the culture, not an occasional project but a continual process embedded in your church's DNA. Every minister we train should, in turn, be training others. Ministry should never be hoarded, but shared and reproduced.

It is humbling to see young people who were raised in our church, become pastors and then raise up ministers from their congregations. That generational vision expands the Kingdom of God beyond a single location. That is true multiplication.

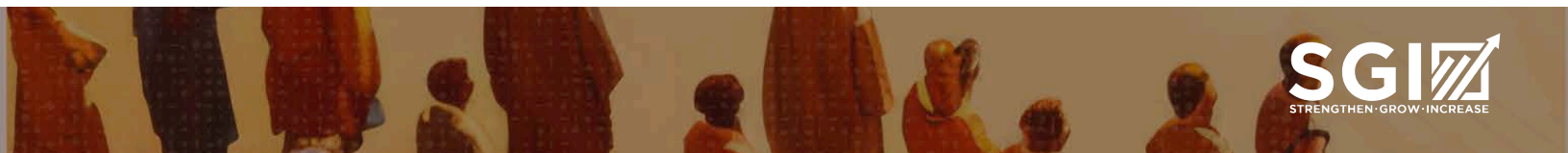
Intentionally celebrate stories of transformation and their impact through the ministries of those sent out. These testimonies energize the church and foster an expectation that multiplication is not just possible—it is normal.

If we truly want to see Kingdom growth, we must move from merely adding attendees to multiplying ministers. The church in Acts grew because the Word of God increased, and it increased because more and more people shared the Gospel.

Let us be intentional about recognizing the call, providing a path, developing ministers, and empowering them to go. When we do, we won't just add to the church, we'll multiply the Kingdom.

Derald Weber

Derald Weber serves as the superintendent of the Louisiana District and the founding pastor of The Pentecostals of Lafayette.





The Pathway to Multiplying Ministers

Jason Staten

The pathway to multiplying ministers is not paved with good intentions but by being intentional. As Paul made the appeal to Timothy, And the things that thou hast heard of me among many witnesses, the same commit thou to faithful men, who shall be able to teach others also. (II Timothy 2:2)

When we look at the ministry of Jesus and the multiplication of His Gospel message to His twelve devoted followers, we understand His master plan was never intended to end with twelve.

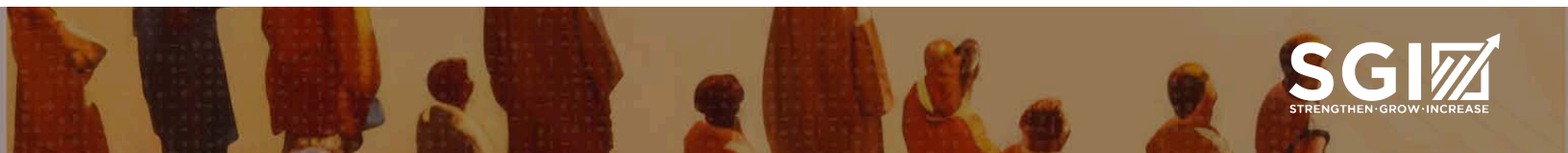
They would be the beginning of a plan that would carry the gospel throughout the world. This Master-plan was without question intentional. The twelve men that He chose were not random, the miracles He demonstrated were not arbitrary (John 20:30-3), the sermons He delivered to them were undoubtedly deliberate (Mark 4:34). Jesus did not just leave for us the example of a life to emulate but a strategy we can imitate.

Developing an Eye for Potential

When I consider the various touch-points in the process of multiplying ministers, the first and perhaps most important is developing an eye for potential. When we are engaged in ministry work, there is never a shortage of tasks to occupy our time and attention. There is always a sermon to plan for, a lesson to study for, a meeting to prepare for, and in between, the care for the saints that is never-ending. It can be easy for our focus to be consumed with the cares of ministry and view leaders through the lens of how they can help me to accomplish what I need to accomplish, rather than how I can help to develop their potential.

Developing an eye for potential requires a shift in perspective—seeing people not just for where they are, but for who they can become. It's the ability to look past immaturity and insecurity and see the seeds of leadership waiting to be cultivated. This perspective doesn't come naturally—it is cultivated through prayer, spiritual discernment, and a commitment to reproducing rather than simply managing.

Jesus demonstrated this in His calling of the disciples. When He called fishermen, tax collectors, and zealots, He wasn't recruiting based on résumé—He was responding to potential. In Matthew 4:19, He said, "Follow me, and I will make you fishers of men." That's the language of potential: "I will make you." They were not yet who they would become, but Jesus saw something in them that could be shaped and released. Likewise, Paul told Timothy, "Do not neglect the gift that is in you." (I Timothy 4:14), a reminder that even gifted people need someone to help them see and stir their potential.



Leaders who multiply must learn to look beneath the surface and believe that buried inside ordinary people are extraordinary callings.

This doesn't mean ignoring flaws—it means believing that formation is possible. It means calling out destiny where others may only see dysfunction. It means being a spiritual “talent scout,” always watching for teachability, hunger, and spiritual responsiveness.

Developing a System for Development

One of the buzzwords in business development is scalability—the ability of an organization to grow in size, impact, or capacity without a corresponding drop in performance or quality. In ministry terms, scalability means building systems, structures, and leaders in such a way that your church can grow—numerically, spiritually, and organizationally—without burning out your core team or compromising the quality of care, discipleship, or vision.

Whether in business or ministry, at the heart of scalability is a commitment to developing leaders. But more than simply developing leaders, it requires a systematic approach to leadership development—one that is intentional, reproducible, and sustainable.

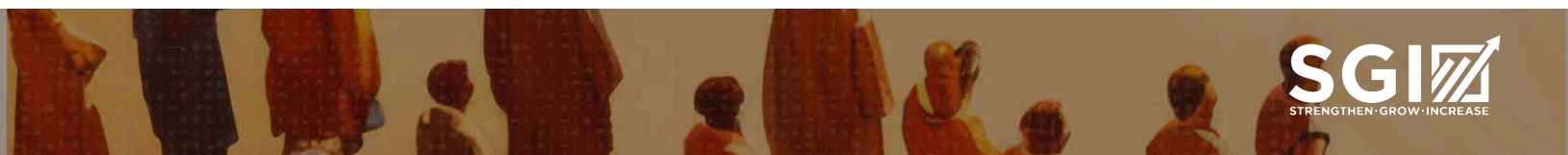
A helpful way to understand this is by comparing it to cooking. You might be able to throw together a great meal on instinct once or twice, but if you want to feed people consistently and teach others to do the same, you need a recipe. A recipe provides a step-by-step process. It doesn't mean every cook will prepare the dish exactly the same way, but it ensures the core ingredients and structure are in place to produce the same result.

In the same way, effective ministry leaders don't just “hope” new leaders will emerge—they create an intentional recipe for development.

Developing Opportunities for Growth

In order for there to be a multiplication of ministers, there must be a multiplication of opportunities. Calling out potential is essential. Developing leaders through a systematic process is critical. But without real opportunities to serve, lead, and fail forward, ministry multiplication remains theoretical.

When we speak of ministry responsibilities, many instinctively think of the pulpit or other public platforms. These moments carry weight, and rightly so—the pressure of preaching on a Sunday morning cannot be simulated in a classroom. There's no substitute for stepping into that moment. However, wise leaders don't start development on the platform—they build toward it.



Creating Opportunities Begins by Creating Pathways

A new minister's first step might be a classroom setting—learning how to study the Word, craft a message, and understand the spiritual responsibility of teaching. From there, they might be given the opportunity to speak in lower-pressure environments: a devotional in a prayer group, a teaching moment at youth service, or teaching a Home Bible study. Every opportunity is a building block, preparing them for greater responsibility.

Opportunity, however, should not be divorced from expectation and preparation. Serving in visible ministry should be preceded by faithfulness in hidden service—ushering, greeting, leading in prayer, volunteering for outreach. As Jesus said, “Whoever can be trusted with very little can also be trusted with much...” (Luke 16:10). And in Acts 6, when the early church needed leaders to manage food distribution, the criteria weren't flashy—they were men of good reputation, full of the Spirit and wisdom (Acts 6:3).

Leaders who multiply ministers remove barriers, take calculated risks, and remain close enough to support and evaluate. They understand that mistakes are part of the making, and they treat failure as feedback—not final judgment.

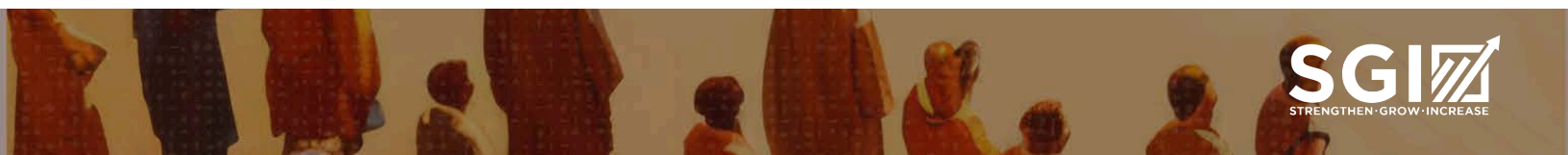
Multiplication isn't just about delegating responsibilities. It's about trusting people enough to give them real assignments, and walking through the process with them.

The Process in Action

To see these principles in action, I need look no further than the church I have the privilege of pastoring. Over the past three years, we've experienced a significant leadership transition. Our worship pastor stepped into the role of an evangelist. Our former assistant pastor was elected to lead another congregation. Several others moved on to fulfill callings beyond our local church.

What could have been a crisis became a catalyst—because, by God's grace, we had already begun the work of intentional leadership development.

Thankfully, a system was in place—but we had to shift it into a higher gear. We began identifying potential in those who had never stood behind a pulpit, equipping them with training, and creating real opportunities for growth. Just a few Sundays ago, a young preacher who had faithfully walked through our development process delivered his first Sunday morning message. Tomorrow, another young minister will do the same.



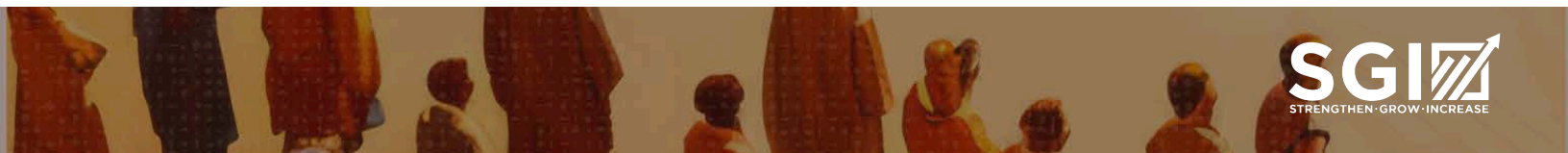
To be honest, I've found more joy in watching these young leaders rise under pressure than I ever did preaching those services myself.

Their willingness to endure the stress, embrace the process, and speak with conviction gives me great confidence—not just in them, but in the future of the Kingdom.

Over the next six months, several more will step forward to share the Word. And while I cannot guarantee that all of them will remain in our local church, I am certain that what we are doing is expanding the impact of the Kingdom. And that's a mission worth building for.

Jason R. Staten

Jason R. Staten serves as senior pastor of Living Hope Church in Lexington Park, MD. He is a husband, father, public speaker, and host of the Jason Staten Leadership podcast.





Multiplying Ministers: A Global and Grassroots Perspective

Jim Poitras

Here's my framework—and an upfront confession: I'm a few days into being sixty-five. There, I've said it. That age when people start contemplating whether to retire or rehire. I get it. My days ahead are fewer—far fewer—than the ones behind. That's not pessimism; it's biology. I won't last forever. You won't last forever.

But we can extend our legacy through what we invest in the lives of others.

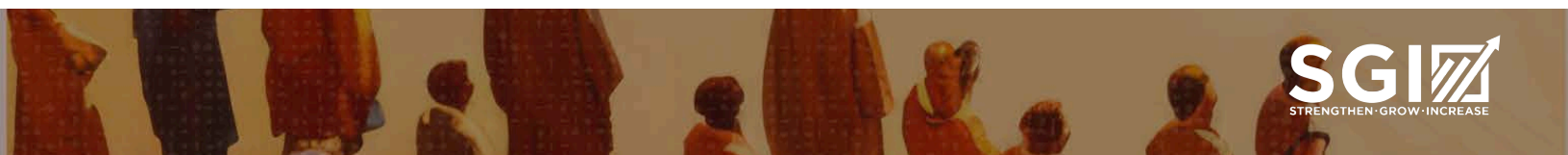
For me, this is a prime time to reflect, review, project, and ponder. Are you willing to take this brief literary journey with me? It won't be long, I promise. I hope it will be both personal and practical. It won't be exhaustive—or exhausting.

We're currently enjoying a holiday weekend with my treasured immediate family. Prioritizing family is pivotal. After all, you could be—and should be—mentoring and multiplying ministers and ministries within your own home. My older daughter is a phenomenal speaker and minister in our organization. My younger is a professional counselor and leader in her agency. My son-in-law serves at our World Headquarters with North American Missions. My family is an extension of who I am.

I'm reading *Who Believed in You? How Purposeful Mentorship Changes the World* by Dina and David McCormick. It's not my usual genre, but it's the right book for me at the right time. Though secular, it offers principles I believe have spiritual underpinnings. The book carries personal meaning for another reason: I'm a "words of affirmation" kind of person, and a dear friend and mentor, Darline Royer, inscribed a message inside:

"This book is a token of my thanks and commendation to you for your leadership extraordinaire of ATTS and GATS! My life has been enriched because you invited me to participate in both teams. 'Transformative mentoring' fits you well. Thanks! —Darline Royer."

At one point, Sister Royer had served as a Bible college instructor to five of our six regional directors. What a global impact through the students she poured her life into. She has authored many textbooks used in Bible schools around the world. Why? Because she spent her life multiplying ministers.



She recently messaged me:

“CLC President Eli Lopez came into the Stockton church at thirteen in 1987. One of his main mentors during his foundational years was Dr. Arlo Moehlenpah. Just twenty-eight years after his conversion, he became president of CLC—the very school he graduated from. He preached a message at our church last Sunday that was a classic.”

I’m a globe collector. Visit my office—at home or at work—and you’ll find dozens. But my most prized globe is locked away in a small safe. It was a gift from Sister Else Lund, a longtime missionary of over forty years. On a return trip from Canada, she gave me a tiny globe—just a couple inches high—from Swarovski. It’s known for high-quality materials and precision craftsmanship, but more valuable to me were her words:

“I bought you this globe because you have a vision as big as the world.”

Those simple words have remained deeply formative. Sister Lund once taught every minister of the UPCI in Ghana.

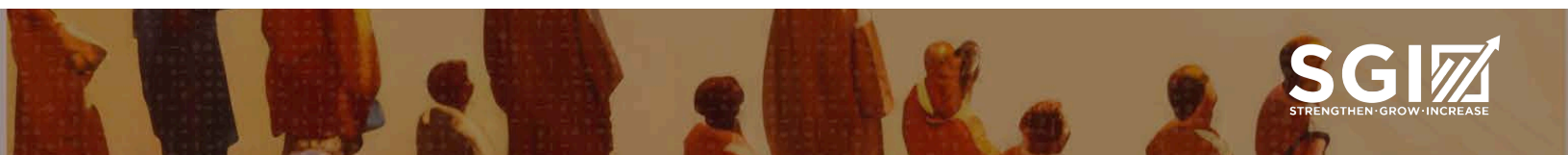
I once wrote:

“The odds of success were against Sister Lund, but she could not be stopped—childhood polio, a woman in a man’s world. She walked on despite coups, church conflicts, and tropical diseases. She climbed hills to mission stations, walked miles down jungle paths to preach and teach hungry souls. She was sometimes on the last plane out of a war-torn nation. What kept her? What were her weapons? Armed with the assurance of a still small voice, she held two: a tattered Bible in one hand and a set of notes in the other—not the latest trendy resource, but notes treasured for more than half a century. Standing before eager students, she once whispered, ‘They can take anything from me, but please, not my Bible.’”

When she retired from Ghana she said, “I’ve got a lot of teach left in me!” Why? Because she spent her life multiplying ministers.

If you looked at my life and had to summarize it in one word, it would be “teach.” My life verse is II Timothy 2:2 (KJV): “And the things that thou hast heard of me among many witnesses, the same commit thou to faithful men, who shall be able to teach others also.” That one verse captures four generations of discipleship: Paul to Timothy, to teachers, to others. Not a single step—but a multi-generational process.

The Amplified Bible puts it this way: “The things which you have heard from me among many witnesses, entrust [as a deposit] to reliable and faithful men who will be competent and qualified to teach others also” (II Tim. 2:2, AMP).



That verse begs the question: What am I transmitting and entrusting to others, knowing my investment pays eternal dividends?

That's the heart behind every textbook I've written—and continue to write. It led to the launch of Portable Bible Schools International, a two-hundred-lesson curriculum based on Acts: God's Training Manual for Today's Church. (Free resources are available at reachingthroughteaching.com and globalcollegeofministry.com.)

A call to teach found me in the classroom, multiplying ministers for twenty-eight years across two African nations before transitioning to the USA as director of Education and Short-Term Missions. My desire was to mentor the next generation of Apostolic members, ministers, and missionaries. Our curriculum now includes over one hundred courses and books—all written by Apostolic authors—and is available in English, Spanish, French, Portuguese, and many other languages. Though we primarily serve outside the USA and Canada, we also consult with local churches looking to develop minister-in-training programs (**contact:** gats@upci.org).

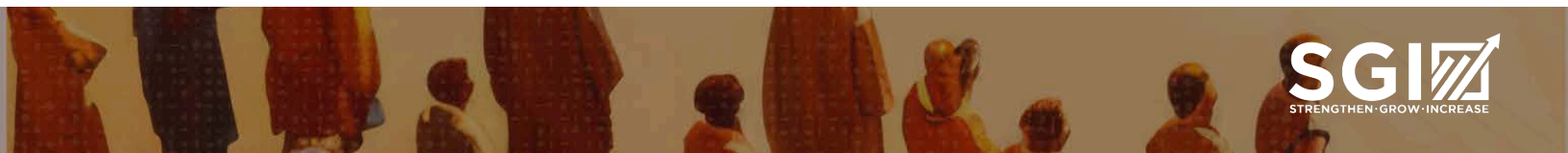
Multiplying ministers must begin at the grassroots level—in local churches—not only through our endorsed colleges.

This mission led to my involvement in establishing the Africa Association of Theological Studies, which later expanded into the Global Association of Theological Studies (GATS), the flagship training arm of Global Missions. GATS now operates in all seven global regions under Global Missions oversight, with 126 member nations and 12 additional letters of intent. That's 464 GATS Bible schools, not including those under Purpose Institute or independent programs. In GATS last year alone: 9,889 students, and 4,370 graduates.

These efforts have produced thousands of ministers and multiplied thousands of churches in over two hundred nations and territories.

GATS operates across five levels and includes a robust faculty development program. Many of our materials are available through the Pentecostal Publishing House and Amazon.

“Iron sharpeneth iron; so a man sharpeneth the countenance of his friend” (Prov. 27:17). People become like those they associate with. One man said, “Show me your friends, and I'll show you your future.”



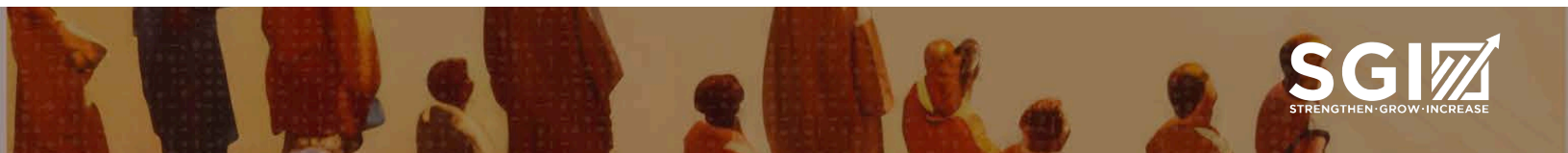
A mentor, through multiplication, helps the mentee become who God intended.

He sees potential and encourages growth—personally and spiritually. As Howard Hendricks once said, a mentor is committed to two things: “Helping you grow and keeping you growing.”

Multiplying ministers can happen locally through one-on-one mentoring, Ministers in Training programs, full-time Bible college study, or distance learning platforms such as Ministry Central from the UPCI Pentecostal Resources Group.

Jim Poitras

Jim Poitras serves as the director of Education and Short-Term Missions with Global Missions.





Principles of Ministry Mentorship

Dr. David K. Bernard, General Superintendent

**This article has been adapted by Paul Records from chapter one of Strategies for Growth, published by the United Pentecostal Church International (2020).*

Ministry mentorship is not a program or project—it's a divine partnership in the growth of the Kingdom. When we mentor leaders, we are not merely preparing others for tasks. We are shaping character, vision, and calling under the guidance of the Holy Spirit. In this sacred assignment, we must never forget that we're not engaged in a commercial enterprise but in advancing the kingdom of God. Thus, we need the leading of the Holy Spirit to accomplish our mission.

To grow the kingdom of God, we can't rely on our own ability. We must hear from God, and we must operate in the power of the Spirit.

Whether you are mentoring a young minister, training a church planter, or equipping a team for local church leadership, the same foundational principles apply. Mentors must model what it means to walk in the Spirit, respond to God's voice, and remain submitted to the body of Christ. The power of influence in ministry stems not from systems alone, but from the presence and character of the leader.

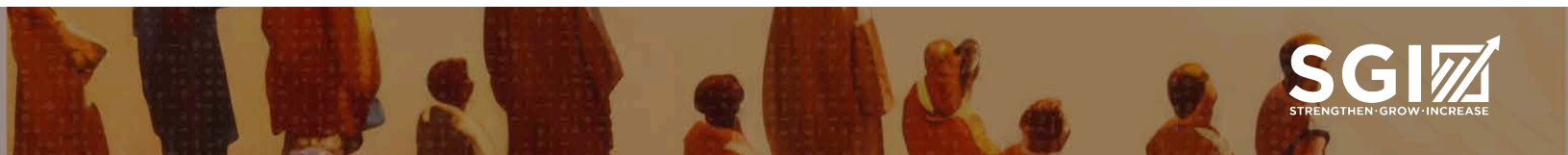
Cast Vision and Face the Future with Faith

Mentorship must include vision transfer. Young leaders need more than tactics—they need trajectory. The most important function of a leader is to cast vision. Only the leader can set the right tone, create the right atmosphere, and cast the vision. When mentoring, don't simply describe what is. Help them see what can be.

Facing the future with faith is an inseparable part of this. Instead of focusing on failures, train your mentees to ask: "What now? What next?"

As mentors, we must teach them to build with hope and plan with faith even in difficult seasons.

Of course, if there are problems we must address them. If things need to be changed, we should develop a plan of action. But we shouldn't dwell on problems, failures, or weaknesses. We shouldn't draw attention to inadequacies of past leadership or past efforts. Our ministers can perceive the problems, and they will respond to a positive call to action.



Be Proactive, Not Reactive

Mentorship that waits until there's a crisis is too late. Effective mentors shape culture ahead of time. We shouldn't wait for problems to come and then try to fix them. We inspire, teach, and train, building a pattern of preemptive wisdom. Teach ethics before a scandal. Model humility before pride is exposed. Equip leaders with tools before the battle begins. This is the heart of sustainable ministry mentorship: building a culture where discipleship, development, and accountability are not occasional but continual. In this way, we can address the most important matters in a positive way, and in doing so, we will deal with many issues and problems before they arise.

Communicate with Clarity and Care

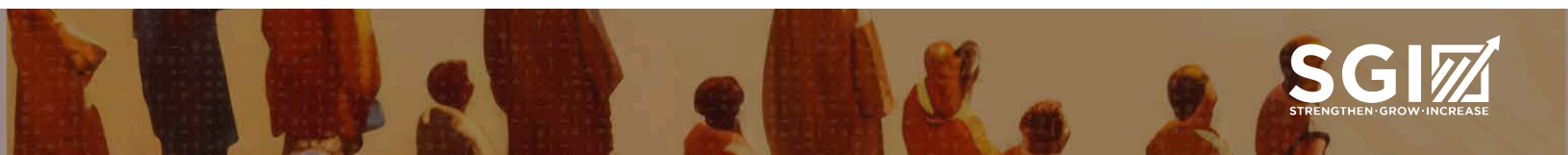
The power to communicate is the power to lead. In a business environment, leaders can motivate employees with bonuses, raises, or threats of being fired. We are spiritual leaders in a mostly volunteer environment, so we must appeal to the spiritual interests of our followers, and the way to do so is to communicate.

Mentors don't command, they communicate. Whether through one-on-one conversations, texts of encouragement, or shared experiences, mentors must learn to listen deeply and speak wisely. Especially in a volunteer environment, influence comes from inspiration, not obligation.

If we approach issues in a harsh, partisan, authoritarian way, we set the tone for an antagonistic debate. Instead, it's better to display the following attitude: "We're trying to work together and to make the best decision under the circumstances. We welcome discussion and input. We hope everyone will support the mission and the vision. Even if some don't agree with a particular policy or a decision, we hope they can appreciate the intention and understand the rationale." As ministers, we tend to approach all issues as matters of right and wrong, but for many policy decisions there are legitimate differences of opinion. While we should unite around our goals, there can be more than one way to accomplish those goals. Therefore, when concerns arise, model how to offer explanation rather than condemnation. Give them language to build bridges, not walls. Teach them how to frame decisions, guide discussions, and steward influence with grace.

Build Relationships that Anchor Influence

A leader leads by influence, and influence is built by relationships. A position or title confers authority on paper, and God honors the principle of authority, but a position of authority doesn't confer ability to motivate people in real life. The most effective means of leadership is not an appeal to authority but the exercise of influence.



Mentorship is relational, not just instructional. Titles may open doors, but trust keeps people in the room. True leadership is built on influence, and influence is earned through relationships. Without relationships, authority feels impersonal. With them, it becomes empowering. Mentors should offer personal care, assistance, and encouragement, not just critique or correction. Invest time to know your mentees: their families, pressures, gifts, and challenges. The result is a bond that sustains ministry through seasons of pruning and fruitfulness alike.

Empower Through Delegation and Affirmation

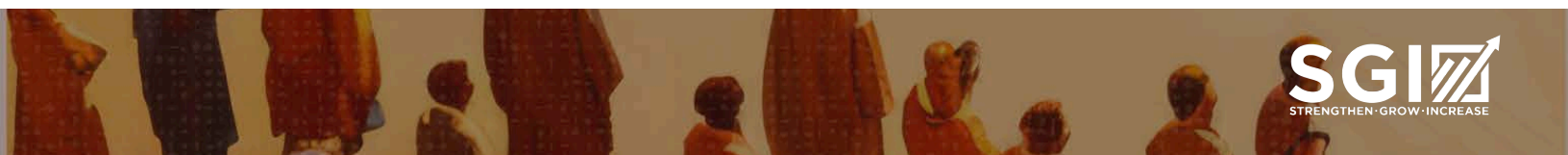
A successful mentor is not one who knows everything or who can do everything, but one who surrounds themselves with a team or group of mentees who collectively bring the expertise and capacity to carry out the mission. The mentor casts vision, provides direction, and helps organize efforts to accomplish shared goals but does not do everything alone. Instead, an effective mentor delegates authority and responsibility, while maintaining healthy lines of accountability. A mentor develops and empowers others to take ownership in key areas of ministry.

It's amazing what can happen when we stop worrying about who gets the credit and simply focus on equipping others and using the most effective people and means to get the job done.

Of course, it's important to recognize accomplishments by commending mentees, celebrating their progress, and honoring their contributions appropriately. Those we mentor need to know they are appreciated, and others around them should see it as well. Research has shown that non-monetary rewards like recognition and appreciation often motivate more than financial incentives, because people value being seen and affirmed. In ministry contexts especially, this principle matters even more. Mentors should be generous in giving credit without trying to keep it for themselves. Ultimately, we should learn to empower others to fulfill their calling. Satisfaction doesn't come from doing everything ourselves or being seen as indispensable—it comes from doing the will of God and helping others rise to their potential in accomplishing His purpose.

Remain Focused on the Mission

The reason we are leaders is because of the mission. We cannot afford to be sidetracked by problems or personal ambitions, but we must focus on the mission, the vision, the ideas, and the goals. The UPCI's mission is to "carry the whole gospel to the whole world by the whole church," and our job as leaders is to apply that mission to our geographical area or sphere of ministry. We can't focus on personalities or controversies. We can't operate in a defensive mode or exercise favoritism. We shouldn't seek personal position or power. Our ministry is from God, not people.



Never allow your mentees to lose sight of why we lead. It's not about filling a role or maintaining a structure. The reason we are leaders is because of the mission. Remind them continually: we are called to serve the vision of Christ, not to secure a platform.

A ministry mentor must keep the mission central. Don't let distractions, personal ambitions, or internal politics consume your conversations. Guide your mentees back to what matters: the whole gospel to the whole world by the whole church.

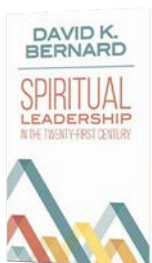
Model Accountability and Humility

Finally, mentorship thrives where accountability is embraced and ego is crucified. Our authority is not arbitrary or unrestricted; it's limited by our structure and policy. We are leaders with authority but also under authority. This is a principle we must teach by example. Let your mentees see you apologize when needed, adjust plans when necessary, and submit to godly counsel. True greatness in leadership comes not from dominance, but from service. As Jesus said, "Whoever desires to become great among you, let him be your servant" (Matthew 20:26, NKJV).

Questions for Discussion

- In your current ministry setting, who are you intentionally mentoring, and how are you developing them?
- How can you better model Spirit-led leadership for your mentees?
- In what areas might you need to delegate more responsibility to empower others?
- Are your communication habits building trust and clarity among those you lead?
- What vision are you casting for your team or your church that reflects both faith and future-focus?

By committing to these principles, we can begin to build a legacy of godly leadership for the next generation. Let us lead not for applause or acclaim, but for the joy of hearing these words together: "Well done, good and faithful servant."



Recommended Resource
For more information on this topic, please see my book *Spiritual Leadership in the Twenty-First Century* (Pentecostal Publishing House, 2015).

Dr. David K. Bernard is the general superintendent of the United Pentecostal Church International.





The Multiplier Mindset

Bryan Parkey

To reach the eight billion people in the world with the gospel of Jesus Christ, there must be a multiplication of ministers. However, that will only happen when we adopt a multiplier mindset—one that is committed to (1) mentoring intentionally, (2) communicating clearly, (3) training consistently, (4) encouraging wholeheartedly, and (5) empowering enthusiastically.

When Jesus saw the multitudes, He was moved with compassion because they were like scattered sheep without a shepherd. This moment of divine concern prompted His statement to the disciples: “The harvest truly is plenteous, but the laborers are few; pray ye therefore the Lord of the harvest, that he will send forth laborers into his harvest” (Matthew 9:36–38). Only God can call individuals into the ministry, but He will use us to recognize, affirm, and develop that call in others. That is just the beginning. A multiplier mindset demands our commitment to the entire process of discovery, development, and deployment of ministers into the harvest field.

Mentor Intentionally

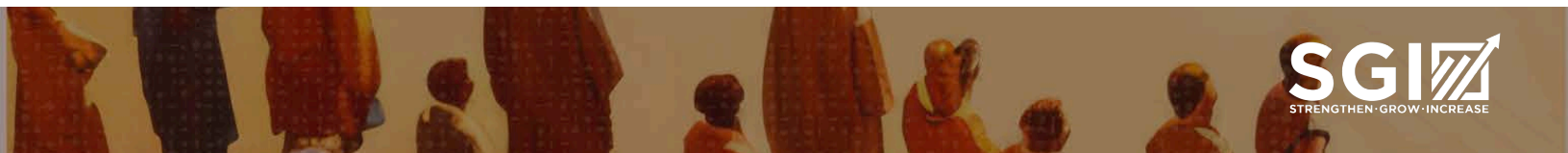
Leadership development doesn't happen by accident, and it can't be mass-produced. Jesus handpicked the twelve and personally invited them to follow Him.

For three and a half years, He poured into their lives, preparing them to carry on His mission and change the world.

Likewise, we must be deliberate in our investment in emerging leaders by giving them access to our lives. Personal involvement builds trust, fosters growth, and results in long-term Kingdom impact. Some things can be taught—but many more must be caught.

Joshua is one of the most dynamic figures in the Old Testament, but his story begins not as a conqueror, but as a servant. Deuteronomy 3:28 records God's command to Moses: “Charge Joshua, and encourage him, and strengthen him: for he shall go over before this people, and he shall cause them to inherit the land which thou shalt see.” Everything Moses saw on the horizon was dependent on how well he prepared Joshua to lead the people into the promised land. From assistant to minister to successor, Joshua's journey was shaped by Moses' intentional mentorship.

The same is true in the New Testament. After Paul's dramatic encounter on the road to Damascus, God used a lesser-known figure—Ananias—to complete the work and confirm Paul's calling.



In Acts 22, Paul recounts how Ananias declared that God had chosen him to know His will, see the Righteous One, and hear His voice—because Paul was appointed to be a witness of all he had seen and heard. That personal affirmation played a critical role in launching Paul’s ministry.

Who are you mentoring right now? Who are you a spiritual father to? Paul told the Corinthians, “Ye have ten thousand instructors in Christ, yet have ye not many fathers” (I Corinthians 4:15). A multiplier mindset demands personal investment. Paul told Timothy, “Stir up the gift of God, which is in thee by the putting on of my hands” (II Timothy 1:6). Who is God calling you to affirm? Who needs your invitation to walk alongside you?

Communicate Clearly

“Eagles are attracted to vision.” I heard that phrase years ago, and it stuck with me. The idea is simple: leaders are drawn to clarity of purpose. If we want to multiply ministers, we must clearly communicate the mission and the vision. People won’t run with what they can’t understand.

When Mordecai sought Esther’s intervention, she asked, “What it was, and why it was” (Esther 4:5). In other words, give me clarity. In ministry, we must be able to communicate both the “what” (mission) and the “why” (vision) if we want others to join the cause. Jesus left no ambiguity—“The Son of man is come to seek and to save that which was lost” (Luke 19:10).

In 1894, poet Sam Walter Foss wrote:

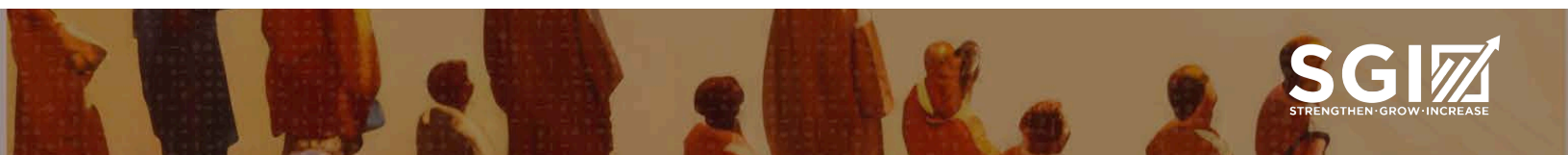
“Bring me men to match my mountains, Bring me men to match my plains, men with empires in their purpose, And new eras in their brains.”

These words were later inscribed at the U.S. Air Force Academy to inspire young cadets. They were removed in 2003, but the call remains timeless. God help us to cast vision with such clarity and urgency that it draws men and women into the cause of Christ.

Train Consistently

A ministry mindset is a training mindset. A tourist once asked an old man in a village, “Were any great men born in this town?” The man replied, “No—only babies.” The point is simple: no one is born great; they must be developed. Gifts may be innate, but fruit and function must be cultivated.

Paul gave us a clear training model in II Timothy 2:2: “And the things that thou hast heard of me... commit thou to faithful men, who shall be able to teach others also.” That’s four generations of transfer. Don’t wait until you have it all figured out—just pass along what has been given to you. What seems ordinary to you might be transformative to someone else.



Training should be hands-on and ongoing. Create opportunities for younger ministers to engage in real ministry experiences. Provide meaningful feedback that sharpens their skills and deepens their understanding. Don't do ministry alone—bring others along. Often, it's the conversations “along the way” that leave the deepest imprint.

Encourage Wholeheartedly

Every minister needs encouragement. Applaud their progress, affirm their calling, and be their loudest voice of support. Wholehearted encouragement builds courage, connection, and long-term commitment.

Moses did this publicly for Joshua in Deuteronomy 31:7–8: “Be strong and of a good courage... the Lord, he it is that doth go before thee.” Encouragement like this doesn't just inspire—it empowers. It tells the next generation, “You are not alone. We believe in you. God is with you.”

Empower Enthusiastically

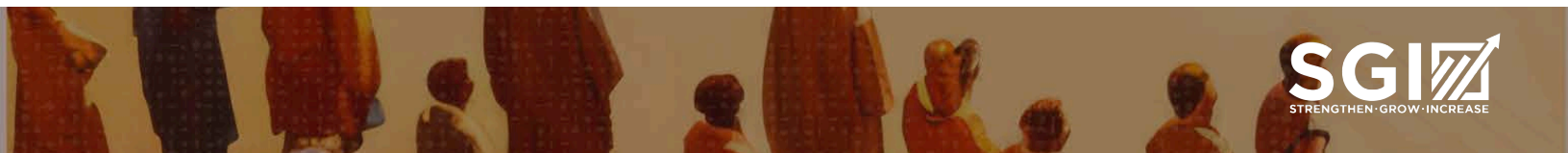
The final, vital step in multiplication is empowerment. Don't hesitate—release others with joy and confidence. Entrust meaningful responsibilities, celebrate their successes, and trust God to work through them. Enthusiastic empowerment opens the door to exponential growth.

We must understand that every ministry has an expiration date. No matter how successful we are, what we build will one day be placed in the hands of another. As Solomon wisely observed, “One generation passeth away, and another generation cometh” (Ecclesiastes 1:4). Our leg of the race is temporary. Jesus handed the mission of the Church to disciples who, in the moment of His death, were scattered and afraid. But He didn't panic—He had trained them for their moment.

The multiplier mindset is more than a strategy—it's a spiritual responsibility. If we are going to reach this generation and the next with the gospel, we must raise up ministers who will carry the mission forward. This requires personal investment, clear communication, consistent training, heartfelt encouragement, and bold empowerment. The future of the church doesn't rest on our ability to maintain what we've built—it rests on our willingness to multiply what we've been given. Let's not just build ministry; let's multiply ministers. The harvest demands it. Heaven depends on it.

Bryan Parkey

Brian Parkey serves as the Missouri District Superintendent.





The Power of Mentorship and Intentional Development

Darin Sargent

In every story of ministry success, there is often a quiet, consistent thread running beneath the surface: someone took the time to invest in someone else. Before I ever stood behind a pulpit or shared a word of encouragement from a platform, someone believed in me. It was actually more than one person. I am blessed to be the product of those who practiced intentional mentoring in my life. This has convinced me that if we are going to multiply ministers for the next generation, it hinges on our commitment to do the same.

A Personal Journey of Development

Looking back over the past thirty-seven years of my life, I have come to realize that I didn't arrive in ministry by accident. My journey started because some were willing to look for something in me that I didn't even see in myself. I can look back and name them, men and women of God who poured into my life with time, wisdom, and sometimes, with correction. They didn't just teach me how to preach or how to build a sermon. They modeled prayer, humility, boldness, and grace.

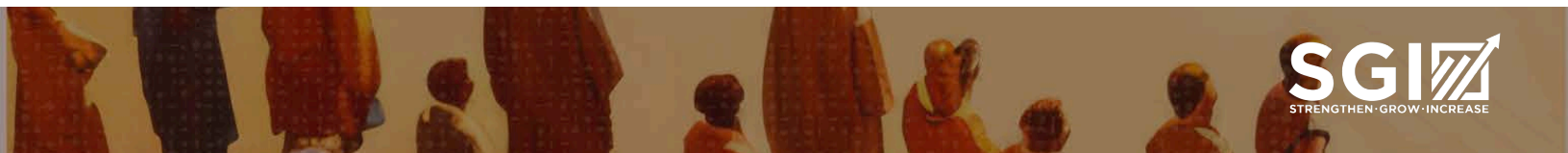
Without naming names, because there are far too many who've impacted my life, one of the first to leave a lasting imprint on me was someone I quietly observed during my Bible college years. I didn't spend a lot of time with him, but I watched closely. I watched how he treated people. I listened as he shared the fundamental tensions of ministry in the classroom. I noticed how he lingered at the altar after most had left. I didn't just learn from his words; I learned from his life. That kind of mentorship can't be replicated in a lecture or textbook. It's personal. Intentional. Relational.

Another mentor stretched me in the arena of leadership. He pushed my thinking, challenged my complacency, and constantly reminded me to keep my spiritual edge sharp. He never let me settle. "You're called to more," he would say, even in moments when I wanted to coast. His words still echo in my spirit. Without these people, I may never have stepped fully into the calling God placed on my life. They saw something in me. They called it out, and they intentionally helped me walk into the ministry God had for my life.

Why Mentorship Matters More Than Ever

We live in an era of instant access, where you can watch thousands of sermons online, attend conferences almost every month of the year, and connect with global voices through social media.

However, access is not the same as accountability, and merely listening to or watching good preaching will never replace the irreplaceable value of a present, engaged, godly mentor.



We cannot afford to let the next generation of ministers try to figure it out alone. If we want to multiply anointed, biblically sound, spiritually strong leaders tomorrow, we must build them today. That doesn't happen by default. It happens by design.

Mentoring is the intentional process of pouring into someone your time, your testimony, your experience, and your example, so that they might rise into their God-ordained purpose. It's not about making carbon copies of us, but about helping others grow into the fullness of who God has called them to be.

Jesus' Model for Multiplication

When you examine Jesus as a model, you quickly discover that He gave us the blueprint for multiplication. He didn't start a movement by writing a manual; He started it by mentoring twelve men. He lived with them, walked with them, corrected them, encouraged them, and ultimately released them to do greater works.

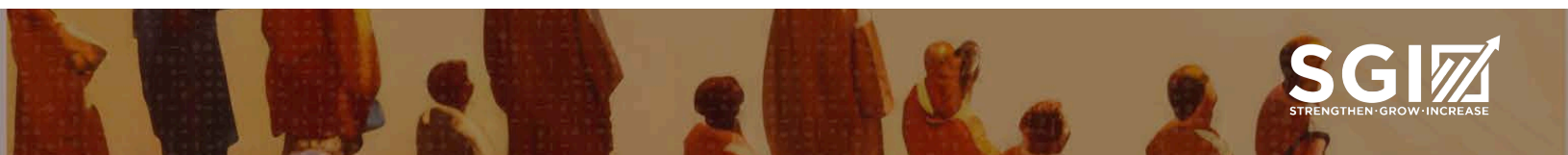
He saw the crowds, yes. *But He chose the twelve.* And when He ascended into heaven, He didn't leave behind an audience. He left behind disciples who had been trained, taught, mentored, and empowered.

That's how the church multiplied then. That's how it must multiply now.

Practical Steps for Multiplying Ministers

If we want to multiply ministers in our churches, districts, and movements, we must create a culture where mentorship is both expected and embraced. Here are a few practical ways to begin:

- **Identify Potential, Not Just Performance.** We must look for character over charisma. Sometimes, we elevate people based on their talent and ability rather than their character and faithfulness. We can only go as high as our character is deep. Some of the most outstanding leaders are hidden in plain sight, faithful servants who aren't trying to climb platforms, but who are steadfast in the shadows. Call out what you see in them and encourage them to step forward.
- **Create Space for Shadowing and Serving.** Ministry is often caught more than it is taught. Bring them with you to the hospital, to the prayer room, to the staff meeting. Let them watch you pray. Let them see how you serve. Don't just teach the theology of ministry, model the heart of it.
- **Offer Feedback and Correction with Grace.** Proper mentorship encompasses both encouragement and constructive criticism. Don't shy away from the hard conversations. Say the things that will help them grow. But do it with love, consistency, and humility. Although often uncomfortable to receive, it is a necessary part of growth and development.
- **Be Consistent, Not Just Occasional.** One-time meetings are helpful, but real mentoring is built over time. Be consistent. Make space in your schedule to invest intentionally. The time you spend today is an eternal investment in tomorrow.



- **Empower and Release.** Eventually, mentoring must move from equipping to entrusting. Don't just train them, trust them. Let them preach. Let them lead. Let them fail forward with your guidance. Multiplication only happens when you're willing to let go and let them grow. This may be challenging, but it is achievable.

The Legacy of a Mentor

Someone behind the scenes shaped every minister you admire. Someone who saw the calling. Someone who spoke life. Someone who gave them a chance.

That's our job now.

When we pour into others, we're not just raising leaders, we're extending our legacy. I may never preach in every church, every city, or every nation, but if I mentor someone who does, then part of me goes with them. My ceiling becomes their floor. That's the beauty of multiplication.

I often think about those who poured into me, and how their voices still echo through my sermons, my leadership, my prayer life. Their faithfulness lives on through me. And I pray, by God's grace, that my faithfulness will live on through those I am honored to mentor in return.

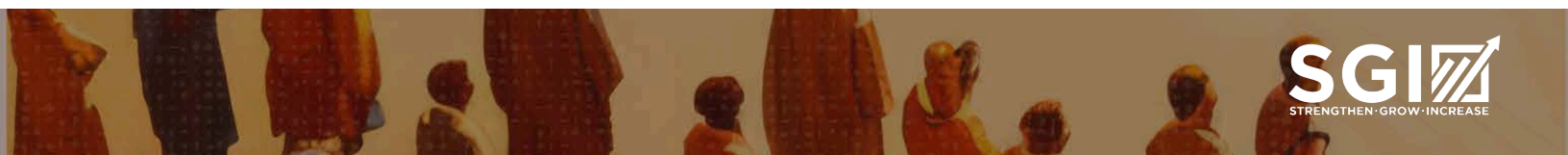
The church doesn't need more celebrities. It requires more spiritual fathers and mothers now more than ever before. More disciple-making mentors. More seasoned voices who are willing to spend time with the next generation. You don't have to be perfect to mentor someone. You just have to be present. Show up. Speak life. Make space. Share your scars. Hand over the mic when it's time. And never underestimate the power of a quiet conversation that helps someone step into their calling. Often, the things spoken to me after the music had died and the altar call was over were the most impactful moments of development.

If we want to see a multiplication of ministers, we must first multiply our investment. Ministry is not about holding on to what we've built; it's about handing off what we've been given.

So, to those who mentored me, thank you. I am because you were. And to those I now have the privilege to mentor, let's go. The harvest is ready. And it's our turn to multiply.

Darin Sargent

Darin Sargent serves as the director of Ministry Central with the Pentecostal Resources Group.





**ISSUE 27 TOOLBOX
PRACTICAL TOOLS
YOU CAN USE**

TEAM BUILDING EXERCISE

Multiply What You've Been Given



This team-building exercise is designed as a practical application of the principles outlined in Darin Sargent's article, *The Power of Mentorship and Intentional Development*. Rooted in the conviction that the multiplication of ministers begins with deliberate, relational investment, this session helps church leaders reflect on their own formation and step into the responsibility of equipping others for vocational ministry. As the article reminds us, ministers are not mass-produced—they are called, formed, and released through intentional mentorship.

This exercise will guide pastors and leaders to reflect on their own ministry journey, evaluate their current efforts to raise up ministers, and take meaningful steps toward identifying, mentoring, and multiplying those called to ministry within the local church.

Ideal setting: Church leadership retreat, ministerial development cohort, pastoral training session, or staff meeting.

Part 1: Foundations

Facilitator Prompt:

- “Each of us in this room is likely in ministry today because someone recognized our calling and invested in our development. Ministry mentorship is not about cloning ourselves—it’s about stewarding our influence to help others walk confidently into their God-ordained calling. Think back on someone who mentored or developed you for ministry. What did they do or say that left a lasting mark on your life and spiritual growth?”

Instructions:

- Each participant shares their story of a ministry mentor or spiritual developer.
- The facilitator captures key traits or actions on a whiteboard or poster board (e.g., modeled faithfulness, challenged complacency, spoke prophetically, gave opportunity, prayed persistently).

Part 2: Discussion Questions

Divide into small groups and discuss:

Personal Reflection:

- Who are you currently developing for future ministry—formally or informally?
- What have you done intentionally to nurture their calling or giftings?

Cultural Challenges:

- What assumptions or patterns in church culture today hinder the development of future ministers?
- How can we shift from platform-centered ministry to person-centered multiplication?

The Jesus Blueprint:

- What specific mentoring methods did Jesus use with His disciples?
- What is one pattern you need to adopt more fully in your mentoring of future ministers (e.g., walking with, correcting, commissioning)?

Recognizing Calling:

- Who in our local assembly might carry a ministry calling that hasn't been cultivated yet?
- What can we do this month to affirm and support that calling?

Optional: Share your plan in pairs or triads for encouragement and accountability.

Part 3: Practice Exercise - “The Ministerial Mandate”

Supplies

- Index cards or half sheets of paper
- Pens
- Optional: “Ministerial Multiplication Mandate” worksheet

Instructions

Each participant quietly reflects and writes down:

- One person in your church you believe has a call to ministry—whether pastoral, evangelistic, teaching, or serving in a fivefold or supportive role.
- Three intentional ways you will invest in them over the next 90 days, such as:
 - Invite them to co-lead a prayer meeting or Bible study
 - Take them on a pastoral care visit and debrief afterwards
 - Meet monthly to discuss their call, challenges, and growth areas
 - Give them a portion of a service to lead or speak with feedback
- A date within the next thirty days when you will initiate a personal conversation affirming their potential and inviting them into an intentional mentorship relationship.

Optional: Share your plan in pairs or triads for encouragement and accountability.

Optional Follow-Up Ideas

- Create a “Ministry Mentorship Map” for your church—charting who is mentoring whom in the development pipeline.
- Host a Quarterly “Minister in Training” Cohort, where developing ministers share progress, receive input, and learn from seasoned leaders.
- Feature personal stories of mentorship and ministry growth during services or leadership nights to normalize this culture of multiplication.



Apostolic Resources

Click the links and images below to discover more apostolic resources to help your church experience strategic growth.

 ministrycentral



Strategic Growth Initiative

The mission of SGI is to create a culture of health that produces spiritual and numerical growth in ministers, churches, and districts in the UPCI.

Church Health Check-Up

Welcome to the *Church Health Check-Up*. This evaluation is designed to give you a more clearly defined understanding of your church's overall health. With a better understanding, you, as a pastor, can move forward to make the proper changes necessary to either continue the growth process, begin to grow again after a period of non-growth, or restructure for growth after a period of decline. Click below to access the Church Health Check-Up.

[Click Here](#)

A Church Growth Track

Now available for ALL! View this tremendous resource for pastors, districts, church leadership teams and those involved in the local church. This Church Growth Track will consist of eleven lessons, each taught by Apostolic leaders on the front lines of revival and growth. Please click [VIEW COURSE](#) for this free resource.

[View Course](#)