

THE KING IS COMING

Raising Up Leaders

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Identify, Train, Multiply, and Release Leaders for Kingdom Impact

[Hero Section with powerful leadership imagery]

Complete Training System for Building Sustainable Leadership Movements

"Your leadership legacy isn't what you accomplish. It's the leaders you develop who accomplish more than you ever could."

The Leadership Crisis in the Church

Most churches face the same problem: Too many programs and too few leaders.

The Result:

- Pastor is burned out (doing everything)
- Vision stays small (limited by one person)
- Leadership pipeline is empty (no one being developed)
- Growth plateaus (can't scale without leaders)
- Ministry becomes fragile (dependent on key people)

The Root Cause: Churches aren't systematically developing leaders.

Why Raising Up Leaders Matters

Developing Leaders Is:

1. Biblical Command

- Jesus' model: Train disciples who train others
- Paul to Timothy: Entrust to faithful men who teach others

- Leadership multiplication is God's design

2. Essential for Growth

- Can't scale without leadership pipeline
- Vision limited by leader capacity
- Multiplication requires more leaders

3. Honoring to God

- Investing in people
- Developing gifts He's given
- Creating sustainability
- Building kingdom movements

4. Protective Against Burnout

- Distribute leadership load
 - Develop others to carry weight
 - Create redundancy
 - Sustainable pace
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The Multiplication Principle

Addition vs. Multiplication

Addition:

- One leader does 10 things
- Result: 10 things accomplished
- Scalability: Limited to that leader's capacity

Multiplication:

- One leader trains 10 leaders
- Each of those trains 10 more
- Result: 100 leaders, exponential expansion
- Scalability: Unlimited

The Church needs multiplication, not addition.

The Five-Stage Leadership Pipeline

Stage 1: Identifying Emerging Leaders (Months 1-3)

Look for:

- ✓ Character over charisma
- ✓ Fruit of the Spirit
- ✓ Teachability
- ✓ Who people naturally follow
- ✓ Problem-solvers
- ✓ Those who grow others
- ✓ Faithful in small things

The Leadership Eye:

- Who do people listen to?
 - Who influences the room?
 - Who sees needs and addresses them?
 - Who takes initiative?
 - Who handles correction well?
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Stage 2: The Invitation Process (Month 1)

The Call Conversation:

You: "I've been watching how you interact with people, how you think about problems, and how people respond to you. I think you have real leadership potential. I'd love to invest in developing you as a leader."

Them: "Me? A leader? I don't know..."

You: "I know it might feel uncomfortable. But I'm convinced you have gifts God wants to develop. I'm not asking you to be perfect. I'm asking you to be willing to grow. I'll walk with you through training. We'll do this together. What do you think?"

Getting Commitment:

- Personal one-on-one conversation

- Express your vision for them
 - Explain the opportunity
 - Address their fears
 - Ask for 3-month commitment
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Stage 3: Foundational Training (Months 1-3)

The First 90 Days:

Month 1: Prayer and God's Presence

- Week 1: Prayer foundations
- Week 2: Prayer in leadership
- Week 3: Listening to God
- Week 4: Prayer and fasting

Month 2: Scripture and God's Word

- Week 1: Bible foundations
- Week 2: Methods of Bible study
- Week 3: Teaching Scripture
- Week 4: Scripture memorization

Month 3: Christian Character

- Week 1: Integrity
- Week 2: Humility
- Week 3: Discipline and self-control
- Week 4: Love and forgiveness

Weekly Meeting Structure (1 hour):

- Teaching/Training (20 minutes)
 - Q&A and Discussion (20 minutes)
 - Practical Assignment (10 minutes)
 - Prayer (10 minutes)
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Stage 4: Intermediate Development (Months 4-12)

Moving From Learning to Leading:

Months 4-6:

- Co-lead something small with you
- Take on assistant role
- Make some decisions (with your input)

Months 7-9:

- Lead something with your oversight
- You observe and provide feedback
- They handle problems with your support

Months 10-12:

- Lead something independently
- You step back but remain available
- They problem-solve and decide
- Real leadership authority

Training Focus:

- Ministry-specific training
 - Team dynamics
 - Conflict resolution
 - Vision casting
 - Team building
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Stage 5: Advanced Leadership (Year 2+)

Strategic Leadership Development:

Q1: Vision and Strategy

- Casting vision
- Long-term planning
- Strategic thinking
- Leading change

Q2: Team Building

- Hiring and selecting
- Team dynamics

- Delegation
- Performance management

Q3: Conflict and Difficult Conversations

- Managing conflict
- Having hard conversations
- Addressing performance issues

Q4: Mentoring and Multiplication

- How to raise up leaders
 - Mentoring relationships
 - Reproducing leaders
 - Creating systems
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Assessment Tools

Leadership Assessment Framework

LEADERSHIP READINESS TOOL (Score 1-5 each)

SPIRITUAL FOUNDATION

- Clear personal faith in Jesus (___/5)
- Growing spiritually (___/5)
- Demonstrates fruit of Spirit (___/5)
- Integrity and trustworthiness (___/5)

CHARACTER

- Humble and coachable (___/5)
- Handles criticism well (___/5)
- Takes responsibility (___/5)
- Consistent in all settings (___/5)

COMPETENCY

- Can communicate clearly (___/5)
- Can make sound decisions (___/5)
- Can organize and plan (___/5)

- Can relate well to people (___/5)

CAPACITY

- Available time commitment (___/5)
- Energy and health (___/5)
- Life situation allows leadership (___/5)
- No major crises (___/5)

CALLING

- Shows evidence of God's call (___/5)
- Willing to take responsibility (___/5)
- Passionate about mission (___/5)
- Growing in confidence (___/5)

MULTIPLICATION MINDSET

- Interested in developing others (___/5)
- Thinking beyond themselves (___/5)
- Building for sustainability (___/5)
- Celebrating others' growth (___/5)

Total Score: ___/96

Scoring:

- 75+: Strong leader, ready to lead
- 60-74: Good potential, needs development
- 45-59: Needs significant growth
- Below 45: Redirect to different role

The Release Process

Preparing Leaders for Release

Before fully releasing:

1. Ensure Competency

- Can they do the job?

- Have they been trained?
- Do they understand expectations?

2. Secure Commitment

- Are they all-in?
- Do they understand the time investment?
- Are they willing?

3. Get Alignment

- Are they aligned with vision?
 - Do they believe in the mission?
 - Will they submit to leadership?
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Gradual Release Strategy

Phase 1: Shadowing (1-2 months)

- They watch you lead
- You narrate your thinking
- They ask questions

Phase 2: Co-leading (2-3 months)

- They co-lead with you
- They take significant portion
- You provide feedback

Phase 3: Leading with Support (2-3 months)

- They lead; you observe
- You step in only if necessary
- You're available for questions

Phase 4: Independent with Check-in (ongoing)

- They lead independently
 - Regular check-ins (monthly)
 - You're available for guidance
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Building Your Leadership Pipeline

Pipeline Model

LEVEL 1: Leadership Development

- New leaders being trained
- 3-12 months here
- Outcome: Competent to lead

LEVEL 2: Active Leadership

- Currently leading something
- Being mentored
- Multiplying others

LEVEL 3: Senior Leadership

- Advanced role
- Mentoring others
- Strategic responsibility

LEVEL 4: Leadership Multiplication

- Senior mentor
- Creating systems
- Building movement

Your job: Move people through levels and always have people in development.

Multiplication and Scalability

From One to Many

Linear (Addition):

- One leader trains one leader
- Year 1: 2 leaders
- Year 2: 3 leaders
- Year 3: 4 leaders

Exponential (Multiplication):

- One leader trains three
- Each of those trains three
- Year 1: 4 leaders total
- Year 2: 13 leaders total
- Year 3: 40 leaders total

Strategy:

1. **Train the Trainers** – Your leaders develop other leaders
 2. **Create Systems** – Documented, repeatable processes
 3. **Celebrate Multiplication** – Make it visible and cultural
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Character vs. Charisma

Choose Character Every Time

Charisma:

- Attractive personality
- Great communicator
- Draws crowds
- Makes things exciting
- NOT reliable indicator of leadership capacity

Character:

- Integrity
- Consistency
- Trustworthiness
- Humility
- Faithful in private
- RELIABLE indicator of leader potential

Why?

- Character determines how they use power
- Charisma without character creates problems

- Character grows; charisma is inherited
 - Character produces sustainable leadership
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Fruit of the Spirit Filter

Use Galatians 5:22-23 as Selection Criteria

Fruit	Leadership Indicator
Love	Genuinely cares for people, not just position
Joy	Positive attitude, doesn't drag people down
Peace	Calm in crisis, doesn't create drama
Patience	Patient with people and process
Kindness	Strength under control, not aggressive
Goodness	Does right thing, even when not watched
Faithfulness	Trusts God, not just in self
Gentleness	Humble, not arrogant about position
Self-control	Disciplined, not impulsive

If someone's lacking significant fruit, they're not ready for leadership.

Your Leadership Development Journey

This Month

✓ Identify 2-3 emerging leaders ✓ Have call conversations ✓ Start foundational training ✓ Create pipeline visualization

This Quarter

✓ First cohort completes foundational phase ✓ Move them to intermediate development ✓ Begin second cohort ✓ See multiplication starting

This Year

✓ Multiple leaders active in leadership ✓ Pipeline established ✓ Culture of multiplication forming ✓ Your role shifting toward mentoring

Special Situations

Developing Your Successor

If you're a senior leader, this is critical:

1. Identify potential successor early (2+ years out)
2. Mentor them intensively
3. Gradually give them responsibility
4. Get church comfortable with them
5. Prepare transition plan
6. Hand off fully
7. Step into advisory role

Your legacy isn't your success. It's the leaders you developed.

Developing Leaders From Low Resources

In smaller churches:

What you have:

- Personal relationships
- God's grace
- Willingness to invest
- Kingdom vision

What you can do:

- Intensive one-on-one mentoring
- Volunteer-led pipeline
- Simple training
- Start where you are
- Think multiplication from day one

Resource limitations don't stop multiplication. Vision does.

Final Encouragement

"The investment is long-term, but the returns are exponential. Your leadership legacy isn't what you accomplish. It's the leaders you develop who accomplish more than you ever could."

Start today. Identify one person. Extend the invitation. Begin the journey.

2 Timothy 2:2

"And the things you have heard me say in the presence of many witnesses entrust to reliable people who will also be qualified to teach others."

Four Generations:

1. Paul (taught)
2. Timothy (learned)
3. Faithful men (Timothy teaches)
4. Others (faithful men teach)

This is exponential multiplication.

👉 [Download the Complete Leadership Development Guide](#)

👉 [Access Assessment Tools and Templates](#)

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