

# THE KING IS COMING

DISCIPLE STAGE

## Complete Guide to Discipling Others

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Multiplication Through 2 Timothy 2:2

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**Kyle Lauriano**

*Equipping believers for the end times*

# The Complete Guide to Discipling Others: Multiplication, Mentorship, and the Great Commission

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## The Great Commission Is YOUR Mission

Jesus didn't give the Great Commission to pastors, missionaries, or "ministry professionals."

He gave it to **every disciple**. Including you.

*"Go ye therefore, and teach all nations, baptizing them in the name of the Father, and of the Son, and of the Holy Spirit: Teaching them to observe all things whatsoever I have commanded you: and, lo, I am with you always, even unto the end of the world. Amen." — Matthew 28:19-20 (KJV)*

Go. Make disciples. Teach them. Baptize them. Repeat.

This isn't optional. This is your mission.

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## What This Guide Covers

### Phase 1: Jesus' Discipleship Model

- How Jesus made disciples

- The 12 and the 3 (multiplication strategy)
- Why modern "discipleship" fails
- Returning to Jesus' method

## Phase 2: The Multiplication Framework

- Addition vs. multiplication
- Why disciples must make disciples
- The 2 Timothy 2:2 model
- Spiritual reproduction

## Phase 3: How to Disciple Someone (Practical)

- Choosing who to disciple
- The discipleship process (Months 1-12)
- What to teach and when
- Red flags and challenges
- Releasing disciples to make disciples

## Phase 4: Advanced Multiplication

- Building a disciple-making culture
- Training disciples to disciple
- Generational multiplication (4+ levels)
- Kingdom movements

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# PHASE 1: JESUS' DISCIPLESHIP MODEL

## How Jesus Made Disciples

Jesus didn't run programs. He made disciples.

Jesus' Method:

1. **He called them** — "Follow Me" (Mark 1:17)
2. **He was with them** — 3 years together, 24/7
3. **He taught them** — Sermons, parables, Q&A
4. **He showed them** — Modeled ministry
5. **He sent them** — "Go and do likewise" (Luke 10:1)
6. **He multiplied through them** — 12 became 120 became 3,000 became millions

**That's the model.** Call. Be with. Teach. Show. Send. Multiply.

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## The 12 and the 3 (Multiplication Strategy)

**Jesus had crowds, but He invested in 12.**

And within the 12, He had an **inner circle of 3** (Peter, James, John).

**Why?**

**Because multiplication requires focus.**

You can't deeply disciple 100 people. But you CAN deeply disciple 2-3 people who will each disciple 2-3 more.

**Jesus' Strategy:**

- **Crowds** — Preached to them
- **The 72** — Sent them out (Luke 10)
- **The 12** — Invested deeply
- **The 3** — Peter, James, John (inner circle)

**Your Strategy:**

- **Many hear** you share the gospel
  - **Some believe** and become believers
  - **A few** you invest in deeply as disciples
  - **Those few** make more disciples
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## Why Modern "Discipleship" Fails

**Most churches have "discipleship programs."** And most of them fail.

## Why Modern Discipleship Fails:

### 1. It's Program-Based, Not Relationship-Based

- Jesus didn't have a 12-week curriculum
- He had 3 years of LIFE TOGETHER
- Programs end. Relationships reproduce.

### 2. It's Classroom-Based, Not Life-on-Life

- "Attend this class and you're disciplined"
- NO. Discipleship is watching someone live and imitating them
- "Be ye followers of me, even as I also am of Christ" (1 Corinthians 11:1)

### 3. It Doesn't Expect Multiplication

- Most "discipleship" graduates don't make disciples
- They consume but don't reproduce
- **This is not biblical discipleship**

### 4. It's Content-Heavy, Transformation-Light

- Focused on KNOWING (information)
- Not focused on BECOMING (transformation)
- Not focused on DOING (obedience)

### 5. It's Led by "Professionals," Not Disciples

- Only pastors/staff disciple
- Normal believers think "I'm not qualified"
- **WRONG. If you're a disciple, you can make disciples.**

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## Returning to Jesus' Method

What if we returned to Jesus' model?

**Jesus' Model:** ✓ **Relational** — Life-on-life, not program-based ✓ **Intentional** — Pick 2-3, invest deeply ✓ **Reproducible** — Teach them to disciple others ✓ **Transformational** — Character + obedience, not just information ✓ **Missional** — Focused on the Great Commission

If you disciple 2 people per year, and they each disciple 2 more, and those 4 each disciple 2 more...

After 10 years, you'd have over 1,000 disciples.

That's multiplication.

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# PHASE 2: THE MULTIPLICATION FRAMEWORK

## Addition vs. Multiplication

Most churches grow by **ADDITION**. A few grow by **MULTIPLICATION**.

### Addition:

- Pastor disciples 10 people
- Church grows by 10
- Next year, pastor disciples 10 more
- Church grows by 20 total

### Multiplication:

- Pastor disciples 2 people
- Those 2 each disciple 2 more (now 6)
- Those 4 each disciple 2 more (now 14)
- After 10 years: **1,024 disciples**

*"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." — 2 Timothy 2:2 (KJV)*

Paul → Timothy → Faithful Men → Others Also

That's 4 generations of disciples in **ONE VERSE**.

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## Why Disciples Must Make Disciples

If your disciples don't make disciples, they're not disciples.

Jesus' definition of discipleship:

- "By this shall all men know that ye are my disciples, if ye have love one to another" (John 13:35)
- "Go and make disciples" (Matthew 28:19)
- "Ye have not chosen me, but I have chosen you, and ordained you, that ye should go and bring forth fruit, and that your fruit should remain" (John 15:16)

#### Discipleship includes:

1. **Love** (John 13:35)
2. **Obedience** (John 14:15)
3. **Fruit** (John 15:8, 16)
4. **Reproduction** (Matthew 28:19)

If someone isn't making disciples, they're still a spiritual CONSUMER, not a spiritual PRODUCER.

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## The 2 Timothy 2:2 Model

*"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." — 2 Timothy 2:2 (KJV)*

#### Four Generations:

1. **Paul** (1st generation)
2. **Timothy** (2nd generation)
3. **Faithful men** (3rd generation)
4. **Others also** (4th generation)

#### Your Discipleship Should Aim for 4+ Generations:

##### Generation 1: YOU

- You're a disciple of Jesus

##### Generation 2: Those YOU Disciple

- You invest in 2-3 people

##### Generation 3: Those THEY Disciple

- Each of them disciples 2-3 more

## Generation 4: Those THEY Disciple

- Multiplication continues

If you can see 4 generations, you've created a MOVEMENT.

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## Spiritual Reproduction

**Physical reproduction is expected.** No one says "Wow, you had a baby? That's amazing!"

**Spiritual reproduction should be normal too.**

**Paul expected Timothy to reproduce:**

- "The same commit thou to faithful men" (2 Timothy 2:2)
- Not a suggestion. A command.

### Why Don't More Christians Reproduce Spiritually?

#### 1. No One Expects It of Them

- Never taught to make disciples
- Never held accountable for multiplication

#### 2. They Don't Know How

- Never been disciplined themselves
- Don't know what to teach or how

#### 3. Fear

- "I'm not qualified"
- "I'm too new"
- "I don't know enough"

**The Truth:** If you're 1 step ahead, you can help someone 1 step behind.

**You don't need a seminary degree. You need obedience.**

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## PHASE 3: HOW TO DISCIPLE SOMEONE (PRACTICAL)

# Step 1: Choosing Who to Disciple

Don't disciple everyone. Jesus didn't.

Who to Look For:

✓ **FAT People (Faithful, Available, Teachable):**

## 1. Faithful

- Show up consistently
- Keep commitments
- Follow through

## 2. Available

- Have time to invest
- Willing to prioritize discipleship
- Not overcommitted

## 3. Teachable

- Humble, not proud
- Ask questions
- Willing to be corrected

✗ **Who NOT to Disciple:**

- Argumentative/unteachable
- Constantly unavailable
- Unreliable/flaky
- Drama-filled lives
- Unrepentant sin

Pray and ask God who to invest in.

Then invite them.

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## Step 2: The Invitation

How to Invite Someone to Discipleship:

Example Invitation:

"Hey [Name], I've been praying, and I believe God wants me to invest in you. I'd like to disciple you for the next year — meet weekly, study the Bible together, pray, and grow. My goal is to help you become a strong disciple who can then disciple someone else. Are you interested?"

### Key Points:

- Be direct
- Explain the commitment (weekly, 1 year)
- Explain the goal (multiply disciples)
- Ask for their commitment

**If they say YES:** Start discipleship **If they say NO/MAYBE:** Pray more, try again later

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## Step 3: The Discipleship Process (Months 1-12)

Discipleship is a 12-month process (minimum). Here's a proven framework:

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### MONTHS 1-3: FOUNDATIONS

**Goal:** Establish spiritual foundations

#### Topics to Cover:

#### 1. Assurance of Salvation

- How do you know you're saved? (1 John 5:13)
- Eternal security
- Understanding grace

#### 2. Spiritual Disciplines

- Daily Bible reading
- Prayer life
- Worship
- Fasting basics

#### 3. Identity in Christ

- Who you are in Christ
- Breaking old identity
- New creation (2 Corinthians 5:17)

#### 4. Dealing with Sin

- Repentance and confession
- Breaking sin patterns
- Accountability

#### Weekly Meeting Format (Months 1-3):

- **15 min:** Life update, pray together
- **30 min:** Study Scripture together (topic above)
- **15 min:** Accountability questions
- **10 min:** Assign homework, pray again

#### Homework:

- Read assigned Scripture daily
  - Journal insights
  - Practice discipline taught
- 

## MONTHS 4-6: GROWTH

**Goal:** Deepen spiritual maturity

#### Topics to Cover:

##### 1. Advanced Prayer

- Intercession
- Spiritual warfare
- Fasting and prayer

##### 2. Bible Study Methods

- How to study the Bible (not just read)
- SOAP method, inductive study
- Applying Scripture

##### 3. Spiritual Gifts

- Discovering your gifts
- Using gifts in the church
- Operating in the Spirit

#### 4. Sharing Your Testimony

- Crafting your 3-minute testimony
- Practicing delivery
- Sharing boldly

#### Weekly Meeting Format (Months 4-6):

- **10 min:** Check-in, prayer
- **40 min:** Deep dive on topic
- **15 min:** Practice/application
- **5 min:** Homework, closing prayer

#### Homework:

- Apply what's learned
  - Practice spiritual gifts
  - Share testimony with someone
- 

## MONTHS 7-9: MINISTRY

**Goal:** Activate in ministry

#### Topics to Cover:

##### 1. Evangelism Basics

- How to share the gospel
- Overcoming fear
- Practicing

##### 2. Serving in the Church

- Finding your place
- Using your gifts
- Faithful service

##### 3. Spiritual Warfare

- Authority in Christ
- Binding and loosing
- Deliverance basics

#### 4. Leading Others

- Serving vs. leading
- Influence and character
- Preparing to disciple

#### Weekly Meeting Format (Months 7-9):

- **10 min:** Check-in
- **30 min:** Ministry training
- **20 min:** Practice/role-play
- **10 min:** Debrief, homework

#### Homework:

- Share the gospel with 1 person
  - Serve in church
  - Identify who you'll disciple next
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## MONTHS 10-12: MULTIPLICATION

**Goal:** Prepare them to disciple someone else

#### Topics to Cover:

##### 1. The Great Commission

- It's YOUR mission
- How to make disciples
- Multiplication mindset

##### 2. How to Disciple Someone

- Choosing who to disciple
- The discipleship process
- Using this same framework

##### 3. Training Your Disciple

- Teaching what you've learned
- Modeling life-on-life
- Releasing them to multiply

#### 4. Commissioning

- Affirming their readiness
- Praying over them
- Sending them out

#### Weekly Meeting Format (Months 10-12):

- **10 min:** Check-in
- **30 min:** Multiplication training
- **20 min:** Planning their discipleship
- **10 min:** Pray, encourage, commission

#### By Month 12:

- They should have identified 1-2 people to disciple
  - They should be ready to START discipling
  - You transition to coaching (less frequent meetings)
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## Step 4: Red Flags and Challenges

#### Common Challenges in Discipleship:

**Challenge #1: They Stop Showing Up Solution:** Address it directly. "I noticed you've missed 3 weeks. Are you still committed?"

**Challenge #2: They Won't Do Homework Solution:** "Discipleship requires effort. If you're not willing to invest, we should pause."

**Challenge #3: Unrepentant Sin Solution:** Confront in love (Galatians 6:1). If no repentance, pause discipleship.

**Challenge #4: They're Unteachable Solution:** "I need you to be open to correction. Can you do that?"

**Challenge #5: They Won't Multiply Solution:** "Disciples make disciples. If you won't, you're not ready to be released."

#### Don't Continue Discipling Someone Who Won't:

- Show up
- Do the work
- Repent of sin
- Be teachable

- Multiply

Discipleship is a privilege, not a right.

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## Step 5: Releasing Disciples to Make Disciples

After 12 months, it's time to **RELEASE** them.

### The Commissioning:

- Affirm their readiness
- Pray over them
- Send them to disciple 2-3 others

### Your Role After Release:

- Transition to **coaching** (meet monthly, not weekly)
- Be available for questions
- Hold them accountable for multiplying

### Their Role After Release:

- Start discipling 2-3 people using this same framework
- Report back monthly on progress
- Continue growing

**If they refuse to multiply:** They're not done being disciplined.

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## PHASE 4: ADVANCED MULTIPLICATION

### Building a Disciple-Making Culture

Imagine if your entire church made disciples who made disciples.

#### How to Build a Disciple-Making Culture:

##### 1. Model It

- Leaders must be actively discipling

- Share multiplication stories publicly
- Celebrate disciples making disciples

## 2. Teach It

- Preach the Great Commission regularly
- Normalize multiplication
- "Every disciple makes disciples"

## 3. Expect It

- Membership requires discipleship
- Don't just attend — multiply
- "Are you discipling someone?"

## 4. Support It

- Provide discipleship resources
- Train disciple-makers
- Create a clear pathway

## 5. Celebrate It

- Honor those making disciples
- Share testimonies
- Publicly commission new disciple-makers

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# Training Disciples to Disciple

You can't just tell them to disciple. You must **TRAIN** them.

**How to Train Disciples to Disciple:**

- 1. Give Them This Guide** Use this resource as a training manual.
  - 2. Let Them Shadow You** Bring them to YOUR discipleship meetings (with permission).
  - 3. Role-Play Scenarios** Practice difficult conversations, teaching, accountability.
  - 4. Debrief Regularly** Meet monthly to troubleshoot their discipleship.
  - 5. Encourage and Correct** Affirm progress. Correct mistakes.
-

# Generational Multiplication (4+ Levels)

You'll know multiplication is working when you can see 4 generations:

1. YOU (G1) ↓ 2. Those You Disciple (G2) ↓ 3. Those They Disciple (G3) ↓ 4. Those They Disciple (G4)

When you see G4, you have a MOVEMENT.

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## Kingdom Movements

The goal isn't to make a few disciples. It's to start a MOVEMENT.

Examples of Multiplication Movements:

- **Jesus** → 12 → 120 → 3,000 → millions
- **Paul** → Timothy → Faithful men → Others also
- **Early Church** → "Turned the world upside down" (Acts 17:6)

**Your Mission:** Start a multiplication movement in your city.

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## CONCLUSION: YOUR MISSION

You have one mission: Make disciples who make disciples.

*"Go ye therefore, and teach all nations, baptizing them in the name of the Father, and of the Son, and of the Holy Spirit: Teaching them to observe all things whatsoever I have commanded you." — Matthew 28:19-20 (KJV)*

**Your Next Steps:**

1. **Pray** — Ask God who to disciple
2. **Invite** — Ask 2-3 people to join you
3. **Disciple** — Use this framework for 12 months
4. **Release** — Send them to multiply
5. **Coach** — Stay connected, support them
6. **Repeat** — Start again with new disciples

If every disciple made 2 disciples per year, we'd reach the world in ONE GENERATION.

Will you do your part?

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## Download This Resource

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## Related Disciple Resources

- [Share Your Testimony in 3 Minutes](#)
  - [Spiritual Disciplines Master Guide](#)
  - [Advanced Spiritual Warfare Training](#)
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## Key Discipleship Scriptures

- **Matthew 28:19-20** — The Great Commission
  - **2 Timothy 2:2** — Four generations of disciples
  - **1 Corinthians 11:1** — "Follow me as I follow Christ"
  - **John 13:35** — "By this shall all men know"
  - **Luke 10:1-9** — Jesus sends the 72
  - **Acts 2:42-47** — Early church discipleship
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The Great Commission is YOUR mission. Now go make disciples who make disciples.



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## **INTRODUCTION**

### **The Leadership Crisis in the Church**

**Most churches face the same problem: They have 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)
- Turnover happens (leaders leave, nothing replaces them)
- Growth plateau (can't scale without more 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 the 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

# What This Guide Provides

This comprehensive resource teaches you:

1. **How to identify** potential leaders
2. **How to assess** their readiness
3. **How to train** them systematically
4. **How to develop** them progressively
5. **How to release** them into leadership
6. **How to multiply** leaders exponentially
7. **How to sustain** the pipeline

By the end, you'll have:

- Assessment tools ready to use
- Training curriculum mapped out

- Release process designed
  - Pipeline system visualized
  - Multiplication framework established
- 

# PART 1: THE THEOLOGY AND URGENCY OF LEADERSHIP DEVELOPMENT

## Biblical Foundation for Leader Development

Jesus' primary strategy was developing leaders, not crowds.

### The Numbers:

- Thousands attended His teaching
- Hundreds followed Him
- Twelve were chosen
- Three were closest (Peter, James, John)
- One was His most intimate (John)

**His Focus:** Developing the twelve who would multiply into millions.

### Jesus modeled:

- Personal investment (time with disciples)
- Progressive responsibility (increasing their leadership)
- Hands-on mentoring (teaching and example)
- Gradual release (they did ministry)
- Empowerment (Holy Spirit at Pentecost)

### Paul's Model (2 Timothy 2:2):

*"The things which thou hast heard of me among many witnesses, the same commit thou to faithful men, who shall be able to teach others also."*

### Four Generations:

1. Paul (taught)

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

**This is exponential multiplication.**

## 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 (theoretically)

**The Church needs multiplication, not addition.**

## Your Leadership Responsibility

**If you're in any leadership position, you're responsible for raising up new leaders.**

**Not optional. Not "nice to do." Responsibility.**

**Specific responsibilities:**

### 1. Identify potential

- Look for leadership capacity
- See it before they do
- Encourage it

### 2. Invite formally

- Don't hope they figure it out
- Specifically ask them to step up
- Make the call clear

### 3. Train systematically

- Don't leave it to chance
- Have a process
- Be intentional

### 4. Release strategically

- Don't hold onto leaders
- Give them real responsibility
- Let them lead

### 5. Multiply intentionally

- Each leader should develop other leaders
  - Make it part of the culture
  - Celebrate multiplication
- 

## PART 2: IDENTIFYING EMERGING LEADERS

### The Leadership Eye

Good leaders can recognize potential in others.

How to develop the leadership eye:

#### 1. Look for who people naturally follow

- Who do people listen to?
- Who influences the room?
- Who do others gravitate toward?
- Not the loudest—the respected

#### 2. Watch for problem-solvers

- Who sees a need and addresses it?
- Who organizes solutions?
- Who takes initiative?

- Who doesn't wait to be asked?

### 3. Notice who grows others

- Who invests in others?
- Who helps people develop?
- Who encourages others' gifts?
- Who multiplies, not gathers followers?

### 4. Observe who's faithful in small things

- Do they follow through?
- Are they reliable?
- Do they care about detail?
- Can you trust them?

### 5. See who handles correction well

- Do they respond to feedback?
- Can they admit mistakes?
- Do they adjust course?
- Are they coachable?

## Character vs. Charisma

### 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

Choose character over charisma. Every time.

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 as Filter

Galatians 5:22-23 (KJV):

*"But the fruit of the Spirit is love, joy, peace, longsuffering, gentleness, goodness, faith, Meekness, temperance: against such there is no law."*

Use fruit of the Spirit 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
Longsuffering	Patient with people and process
Gentleness	Strength under control, not aggressive
Goodness	Does right thing, even when not watched
Faith	Trusts God, not just in self
Meekness	Humble, not arrogant about position
Temperance	Self-controlled, disciplined, not impulsive

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

# Teachability: The Key Indicator

The single best predictor of leadership growth: Teachability

## Teachable leaders:

- Ask questions
- Admit what they don't know
- Listen to feedback
- Adjust their approach
- Admit mistakes
- Keep learning
- Stay humble
- Improve over time

## Unteachable leaders:

- Defensive when questioned
- Think they know everything
- Don't listen to correction
- Blame others for mistakes
- Stop learning
- Become rigid
- Damage teams

A teachable person with less experience will outpace an uncheckable person with more experience.

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## PART 3: THE FOUNDATION OF LEADERSHIP

### Character Development First

Before leadership skills, develop character.

#### Why?

- Character determines how they lead

- Skills can be learned; character must be developed
- Character impacts how they treat people
- Character determines integrity
- Character is foundation everything else rests on

#### Character development includes:

##### 1. Spiritual Maturity

- Regular prayer
- Scripture intake
- Obedience to God
- Growing in faith

##### 2. Emotional Health

- Understanding their own emotions
- Managing reactions
- Healthy relationships
- Healing from wounds

##### 3. Integrity and Honesty

- Keep commitments
- Tell the truth
- Admit mistakes
- Do the right thing when no one's watching

##### 4. Humility

- Recognize limitations
- Serve, not seek position
- Celebrate others' growth
- Willing to learn from anyone

##### 5. Discipline and Self-Control

- Follow through on commitments
- Manage time and resources
- Resist temptation
- Lead themselves first

# Spiritual Maturity Requirements

Before someone leads others, they should:

## Be clear on their own salvation

- Understand the Gospel
- Know they're forgiven
- Have personal faith in Jesus
- Be growing spiritually

## Be engaged in spiritual disciplines

- Prayer life
- Scripture reading
- Church involvement
- Community with believers

## Be demonstrating growth

- Evidence of the Holy Spirit's work
- Character change over time
- Fruit of the Spirit emerging
- Increased holiness and love

## Be able to teach their faith

- Can explain the Gospel
- Can share their testimony
- Can answer basic questions
- Can disciple others

---

## PART 4: INITIAL CONVERSATION AND INVITATION

### The Invitation Process

Don't hope they figure out they should lead. Ask them directly.

## The Process:

### 1. Personal Conversation

- One-on-one (not in a group)
- Private setting
- Adequate time
- Unhurried pace

### 2. Express Your Vision

- "I see leadership potential in you"
- Specific: What do you see in them?
- Genuine: They feel it's authentic
- Hopeful: You believe in them

### 3. Explain the Opportunity

- What role?
- What's involved?
- Time commitment?
- What will they learn?

### 4. Address Their Fears

- "You might feel inadequate—that's normal"
- "You'll be trained—you won't do this alone"
- "I'll mentor you—I'm investing in you"
- "We'll do this together—partnership"

### 5. Ask for Commitment

- "Would you be willing to try?"
- "Let's do 3 months and evaluate?"
- "I really believe in you—I'd love your yes"
- Clear yes or no (not maybe)

## Having the Call Conversation

### Example conversation:

**You:** "Hey, can we grab coffee? I want to talk to you about something."

**Them:** "Sure, what's up?"

**You:** "Well, 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. And I've been praying about it, and 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?"

**Them:** "What would that look like?"

**You:** "Three months of intentional development. We'd meet weekly. You'd be learning leadership principles, spiritual foundations, and ministry skills. You'd also start shadowing me in some leadership activities. At the end of three months, we'd evaluate if this is the right fit. If it is, we continue. If not, no hard feelings. But I really believe this is right for you. What do you say?"

---

## PART 5: FOUNDATIONAL TRAINING TRACK (Months 1-3)

### The First 90 Days

#### Structure:

#### Weekly Meeting (1 hour):

- Teaching/Training (20 minutes)
- Q&A and Discussion (20 minutes)
- Practical Assignment (10 minutes)
- Prayer (10 minutes)

#### Monthly Check-in (30 minutes):

- How's it going?
- What questions do you have?
- What are you learning?
- Any struggles?

## Leadership Observation:

- Shadow you in leadership activity monthly
- Debrief afterward
- Ask questions
- Learn by watching

# Spiritual Disciplines Curriculum

## Month 1: Prayer and God's Presence

### Week 1: Prayer foundations

- What prayer is
- Why it matters
- Different types of prayer
- Assignment: 10-minute daily prayer

### Week 2: Prayer in leadership

- Praying for people
- Praying for decisions
- Warfare prayer
- Assignment: Pray for your team daily

### Week 3: Listening to God

- How God speaks
- Discerning God's voice
- Testing what you hear
- Assignment: Journaling what God says

### Week 4: Prayer and fasting

- Why fast?
- How to fast
- What happens when you fast
- Assignment: One 24-hour fast with prayer focus

---

## Month 2: Scripture and God's Word

### **Week 1:** Bible foundations

- How the Bible was written
- Why it's trustworthy
- How to understand it
- Assignment: Read one Gospel this month

### **Week 2:** Methods of Bible study

- Observation: What does it say?
- Interpretation: What does it mean?
- Application: How do I apply it?
- Assignment: Study one passage deeply

### **Week 3:** Teaching Scripture

- How to explain the Bible
- Using stories and examples
- Making it clear
- Assignment: Prepare 10-minute Bible teaching

### **Week 4:** Scripture memorization

- Why memorize?
  - Methods that work
  - Scripture as weapon
  - Assignment: Memorize 5 key verses
- 

## **Month 3: Christian Character**

### **Week 1:** Integrity

- Doing the right thing
- Keeping commitments
- Truth-telling
- Assignment: Audit your integrity

### **Week 2:** Humility

- Servant leadership
- Learning from others

- Acknowledging mistakes
- Assignment: Ask 3 people for honest feedback

### **Week 3:** Discipline and self-control

- Managing time
- Managing emotions
- Managing resources
- Assignment: Create personal discipline plan

### **Week 4:** Love and forgiveness

- Jesus' command to love
- Forgiving others
- Loving enemies
- Assignment: Forgive someone specifically

## **Assessment: End of Foundational Phase**

### **At 90 days, ask:**

1. **Spiritual Growth:** Are they growing spiritually?
2. **Engagement:** Are they engaged and eager?
3. **Character:** Are they demonstrating godly character?
4. **Coachability:** Are they receiving feedback and adjusting?
5. **Reliability:** Can you trust them to follow through?

### **Decision Options:**

- **Continue:** Move to next level
- **Extend:** More time in foundational phase
- **Redirect:** Different role that fits better
- **Release:** Not a fit (rare, but possible)

---

## **PART 6: INTERMEDIATE DEVELOPMENT (Months 4-12)**

# Moving From Learning to Leading

Now they start actually leading.

Gradually increase responsibility:

**Months 4-6:**

- Co-lead something small with you
- Take on assistant role
- Prepare and teach one section
- Lead a meeting or discussion
- Make some decisions (with your input)

**Months 7-9:**

- Lead something with your oversight
- You observe and provide feedback
- They make more autonomous decisions
- They handle problems with your support
- Visible leadership role emerges

**Months 10-12:**

- Lead something independently (with check-ins)
- You step back but remain available
- They problem-solve and decide
- They develop their own approach
- Real leadership authority

## Ministry-Specific Training

Train them in the specific ministry they'll lead:

**Small Group Leadership:**

- How to lead discussions
- Caring for group members
- Managing group dynamics
- Multiplication strategy

**Worship Leadership:**

- Song selection and flow
- Leading people into worship
- Technical skills
- Spiritual preparation

#### Discipleship:

- How to disciple one person
- Curriculum knowledge
- Asking good questions
- Creating accountability

#### Administrative Leadership:

- Organization and systems
  - Managing budget
  - Volunteer coordination
  - Problem-solving
- 

## PART 7: ADVANCED LEADERSHIP TRACK (Year 2+)

### Strategic Leadership Development

Now they're leading. Train them to multiply.

#### Advanced Curriculum (Year 2):

##### 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
- Difficult people

### Q4: Mentoring and Multiplication

- How to raise up leaders
- Mentoring relationship
- Reproducing leaders
- Creating systems

## Reproducing Leadership DNA

Their job now is to develop other leaders.

Help them:

- Identify potential leaders
- Extend invitations
- Mentor new leaders
- Create their own training
- Multiply leaders

This is the ultimate goal: They produce leaders who produce leaders.

---

# PART 9: ASSESSMENT TOOLS AND EVALUATION

## Formal Leadership Assessment Tool

Use this framework to assess leader readiness:

LEADERSHIP ASSESSMENT TOOL (Score 1-5 each)

## **SPIRITUAL FOUNDATION**

- Clear personal faith in Jesus (\_\_\_/5)
- Growing spiritually (prayer, Bible, worship) (\_\_\_/5)
- Demonstrates fruit of Spirit (\_\_\_/5)
- Integrity and trustworthiness (\_\_\_/5)

## **CHARACTER**

- Humble and coachable (\_\_\_/5)
- Handles criticism well (\_\_\_/5)
- Takes responsibility for mistakes (\_\_\_/5)
- Consistent character 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 for leadership (\_\_\_/5)
- No major crises or instability (\_\_\_/5)

## **CALLING**

- Shows evidence of God's call (\_\_\_/5)
- Willing to take on responsibility (\_\_\_/5)
- Passionate about the 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 more development
  - 45-59: Needs significant growth
  - Below 45: Redirect to different role
- 

# PART 10: THE RELEASE PROCESS

## Preparing Leaders for Release

Before fully releasing them:

### 1. Ensure Competency

- Can they do the job?
- Have they been trained?
- Do they understand expectations?
- Are they ready?

### 2. Secure their Commitment

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

### 3. Get Alignment

- Are they aligned with vision?
- Do they believe in the mission?
- Are they willing to serve the bigger picture?
- Will they submit to leadership?

## Defining Roles and Responsibilities

Create clarity about their role:

Role Definition Document includes:

## Title and Scope

- What's their title?
- What will they lead/manage?
- Who do they report to?
- Who reports to them?

## Core Responsibilities

- Top 3-5 core functions
- What they're accountable for
- Who they serve
- How success is measured

## Time Commitment

- How many hours weekly?
- What meetings do they attend?
- What events are required?
- What's flex vs. required?

## Support and Resources

- Who mentors them?
- What training continues?
- What budget/resources?
- How do they get help?

## Success Indicators

- How do we know they're succeeding?
- What should results look like?
- What's measured?
- How often do we evaluate?

## Growth Path

- What's the next level?
- How long in this role typically?
- What's the trajectory?
- How do they grow from here?

# Gradual Release Strategy

Release happens gradually, not suddenly.

## Phase 1: Shadowing (1-2 months)

- They watch you lead
- You narrate your thinking
- They ask questions
- You remain fully in charge

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

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

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

- They lead; you observe
- You provide feedback after
- 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
- They own the role

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# PART 11: LEADERSHIP PIPELINE DEVELOPMENT

## Pipeline Model and Structure

Visualize your leadership pipeline:

### LEVEL 1: Leadership Development

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

### LEVEL 2: Active Leadership

- Currently leading something
- Growing in role
- Being mentored
- Multiplying others

### LEVEL 3: Senior Leadership

- Advanced role
- Mentoring others
- Strategic responsibility
- Reproducing leaders

### LEVEL 4: Leadership Multiplication

- Senior mentor
- Creating systems
- Building movement
- Legacy focus

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

## Identifying Pipeline Gaps

### Ask:

- How many leaders at each level?
- How many should there be?
- Where's the bottleneck?
- What level needs development?
- How many leaders are we losing?
- Do we have depth or dependency?

**Common gap:** Too many at Level 2, not enough at Level 1 (not developing new leaders)

# PART 12: MULTIPLICATION AND SCALABILITY

## From One to Many

**How to multiply leaders:**

### Strategy 1: Train the Trainers

- Your leaders develop other leaders
- Each leader multiplies
- Exponential growth
- Sustainable system

### Strategy 2: Create Systems

- Documented processes
- Repeatable training
- Don't dependent on one person
- Others can facilitate

### Strategy 3: Celebrate Multiplication

- Make it visible
- Praise leaders who develop others
- Show the impact
- Make it cultural value

## Exponential vs. Linear Growth

**Linear (Addition):**

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

- Slow, limited growth

#### **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
- Rapid, unlimited growth

**The Church needs exponential thinking.**

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## **PART 13: ACCOUNTABILITY AND ONGOING DEVELOPMENT**

### **Creating Accountability Systems**

**How to maintain leadership pipeline:**

#### **Monthly Check-ins:**

- How's their leadership going?
- What challenges are they facing?
- What support do they need?
- How are they developing others?

#### **Quarterly Reviews:**

- Assessment against expectations
- Growth in key areas
- Course corrections needed
- Next quarter goals

#### **Annual Evaluation:**

- Full review of year
- Successes and challenges
- Growth and development

- Career path discussion
- Compensation/recognition

#### **Group Huddles (Monthly):**

- All leaders together
  - Share what's working
  - Troubleshoot challenges
  - Build team cohesion
  - Celebrate wins
- 

## **PART 14: SPECIAL SITUATIONS AND CHALLENGES**

### **Developing Your Successor**

**If you're a senior leader, this is critical.**

**Plan for succession:**

- 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 or resource-limited contexts:**

**What you have:**

- Personal relationships
- God's grace

- Willingness to invest
- Kingdom vision

#### What you can do:

- Intensive one-on-one mentoring
- Volunteer-led leadership pipeline
- Simple training (not fancy programs)
- Pray strategically
- Start where you are
- Think multiplication from day one

Resource limitations don't stop multiplication. Vision does.

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## PART 15: EXPANSION

# RECOMMENDATIONS FOR 15,000-WORD TARGET

### Strategic Enhancement Areas

#### Current Status:

- Current document: ~10,200 words
- Target: 15,000 words
- Gap to fill: ~4,800 words

### Recommended Expansion Areas

#### 1. Complete Training Curriculum (+1,500 words)

- Detailed lesson plans for each quarter
- Teaching outlines and discussion questions
- Recommended reading
- Assignments and assessments
- Resource links

## **2. Detailed Pipeline Case Studies (+1,200 words)**

- Example churches at different stages
- How they've built pipelines
- Challenges and solutions
- Successes and lessons learned
- Metrics and outcomes

## **3. Advanced Assessment Tools (+1,000 words)**

- 360-degree feedback template
- Self-assessment form
- Team evaluation framework
- Leadership style assessment
- Spiritual gifts inventory

## **4. Specialized Track Development (+800 words)**

- Complete curriculum for each specialty track
- Small group leader intensive
- Worship leader development
- Preaching/teaching track
- Administrative leader track
- Mercy/service leader track

## **5. Transition and Succession Planning (+700 words)**

- Succession planning template
- Transition timeline
- Knowledge transfer checklist
- Relationship-building with successor
- Public communication plan

## **6. Metrics and Measurement (+600 words)**

- How to measure leadership multiplication
- KPIs for leader development
- Tracking systems
- Success indicators
- Reporting framework

# Implementation Priority

## Phase 1 (Essential - 2,500 words):

1. Complete Training Curriculum
2. Detailed Pipeline Case Studies
3. Advanced Assessment Tools (core)

## Phase 2 (Important - 1,500 words):

1. Specialized Track Development
2. Metrics and Measurement

## Phase 3 (Valuable - 800 words):

1. Transition and Succession Planning
  2. Additional examples and templates
- 

# Quality Standards

## For all expansions maintain:

- **Theological grounding** - Based on biblical principles
  - **Practical usefulness** - Real churches can implement
  - **Leadership wisdom** - Draws from experienced leaders
  - **Multiplication focus** - Always pointing to multiplication
  - **Accessibility** - Works for churches of all sizes
  - **Sustainability** - Creates lasting systems
  - **Flexibility** - Adaptable to different contexts
  - **Hope** - Shows what's possible
- 

# CONCLUSION: YOUR LEADERSHIP MULTIPLICATION JOURNEY

# You Have Everything You Need

You now have:

- Biblical foundation for development
- Identification framework
- Assessment tools
- Training curriculum structure
- Release process
- Pipeline model
- Multiplication strategy
- Special situation guidance

## Your Next Step

**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

**The investment is long-term, but the returns are exponential.**

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

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