

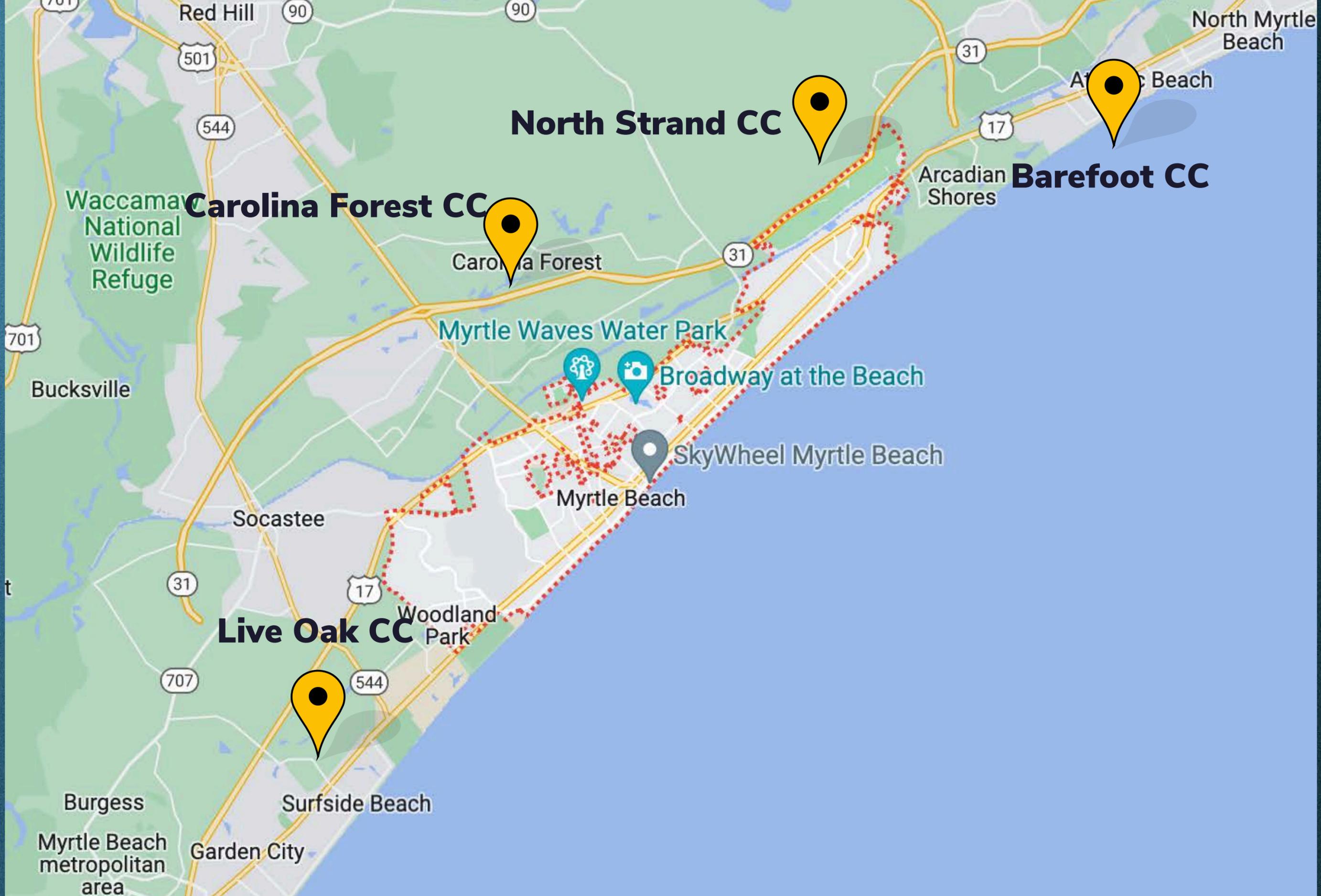


# **THE LEADERSHIP PIPELINE: FUELING A MOVEMENT OF MULTIPLICATION**

**MAC LAKE**



**Carolina Forest Community Church**



**Carolina Forest CC**

**North Strand CC**

**Barefoot CC**

**Live Oak CC**

Waccamaw  
National  
Wildlife  
Refuge

Myrtle Waves Water Park

Broadway at the Beach

SkyWheel Myrtle Beach

Bucksville

Socastee

Myrtle Beach

Woodland  
Park

Burgess

Surfside Beach

Myrtle Beach  
metropolitan  
area

Garden City



# THE LEADERSHIP PIPELINE

HOW TO BUILD THE  
**LEADERSHIP**  
POWERED COMPANY

RAM CHARAN | STEVE DROTTER | JIM NOEL

SECOND EDITION

**NEXT**  
LEADERSHIP NETWORK

FOREWORD BY WILL MANCINI

MAC LAKE



Building a  
**LEADERSHIP PIPELINE**  
That Solves Your Leadership Shortage

**WHAT IS THE BIGGEST CHALLENGE  
YOUR CHURCH IS FACING?**

**2008**

# Leadership Development

**WHAT IS THE BIGGEST CHALLENGE  
YOUR CHURCH IS FACING?**

**2018**

# Leadership Development

**A decade passed and  
NOTHING CHANGED**

## Structure

**Establish a clear  
discipleship  
pathway for leaders**



# Instagram



Your story



peter



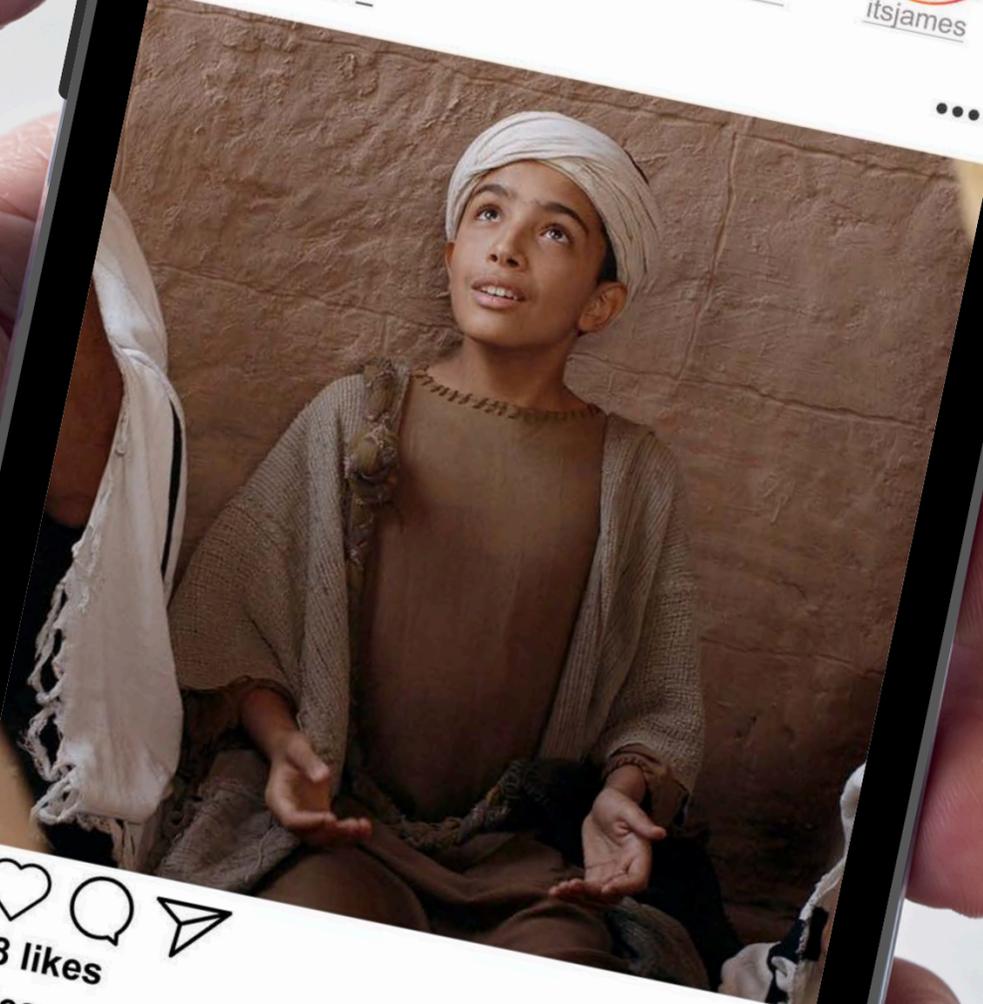
Thunder\_John



itsjames



\_Jesus\_



28 likes

**\_Jesus\_** Ditched my parents in the temple. I think they were cool with it #jesusjoke #passover  
View all 7 comments





# Instagram



Your story



peter



Thunder\_John



itsjames



\_Jesus\_



47 likes

\_Jesus\_ 🙏🕊️ Got baptized today!!! Thanks, JB, you're the best #releasethe dove #restonus

View all 4 comments



# Jesus' Public Ministry Years

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# DOWNLOAD THE 'JESUS CHART'

[multiplygroup.org/jesuschart](https://multiplygroup.org/jesuschart)



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**Come and See**



# Jesus' Public Ministry Years

26 AD

Come

27 AD

Follow

28 AD

Appoint

29 AD

Withdraw

30 AD

Go

Winter

- 1st Miracle: Cana
- Visits Capernaum

- Galilean Tour #2
- Heal lame man on mat
- Pharisee opposition
- Calls Matthew
- Pharisees Ask about Fasting

- Apostles 2x2 through Galilean Tour
- John the Baptist is executed

- Sends Out 70
- Teaches Us to Pray
- Perea Ministry
- Raises Lazarus
- Sanhedrin Plot Jesus' Death

Spring

- John the Baptist's Ministry

- Passover
- Clears Temple
- Nicodemus
- Early Judean Ministry
- John Imprisoned
- Samaritan Woman

- Heals Man by Pool
- Pharisee Discourse
- Questioned about Picking Grain
- Teaching Large Crowds

- Travels to Bethsaida
- Feeds 5000
- Walks on Water
- Followers Drop Off
- Pharisee opposition

- Last Supper
- Arrest
- Trial
- Crucifixion
- Resurrection
- Great Commission

Summer

**Follow Me**

- Heals Nobelman's Son
- Moves to Capernaum
- Galilean Tour #1
- Rejected at Nazareth

- Appoints the 12
- Sermon on the Mount
- Galilean Tour #3
- Kingdom of God Parables
- Pharisee Opposition

- Travels to Tyre-Sidon
- Heals Canaanite's Daughter
- Heal deaf man
- Feeds 4000
- Pharisees Ask for Sign
- Heals Blind Man

Fall

- Jesus' Baptism
- Temptation
- John's Testimony
- First followers

- **Calls fishermen**
- **Healings (Many)**
- **Crowds grow**

- Calms Storm
- Legion Demons
- Healings
- John B Questions Jesus
- Pharisee Opposition
- Rejected at Nazareth #2

- Travels to Ceasera
- Transfiguration
- Predicts Death 3x
- Disciples Argue about Greatest
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**Be Apostles**

- Appoints the 12
- Sermon on the Mount
- Galilean Tour #3
- Kingdom of God Parables
- Pharisee Opposition

# Jesus' Public Ministry Years

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**Identify Leaders**

• Apostles 2x2 through Galilean Tour

• John the Baptist is executed

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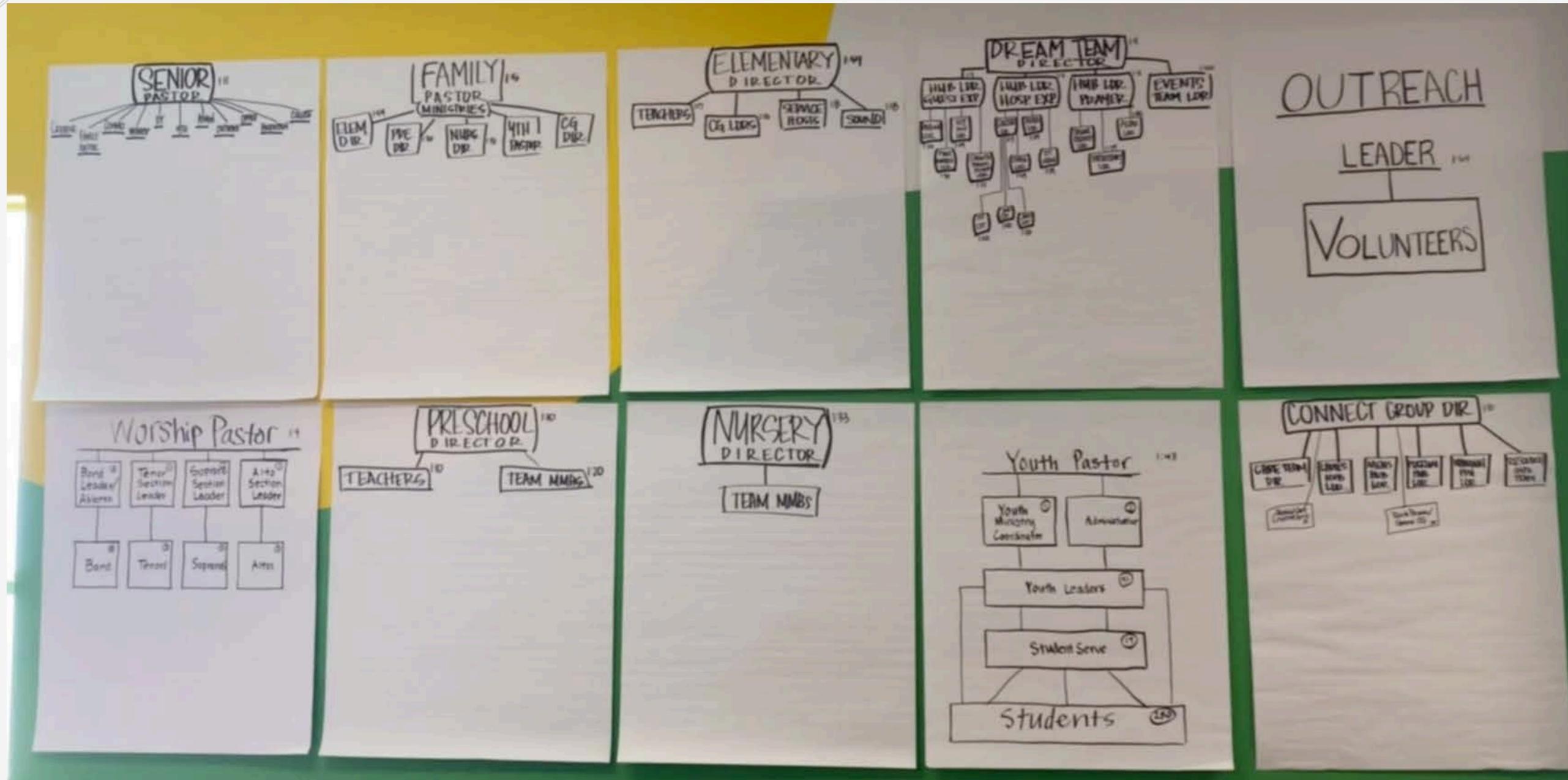
**Be Movement Makers**

- Last Supper
- Arrest
- Trial
- Crucifixion
- Resurrection
- Great Commission

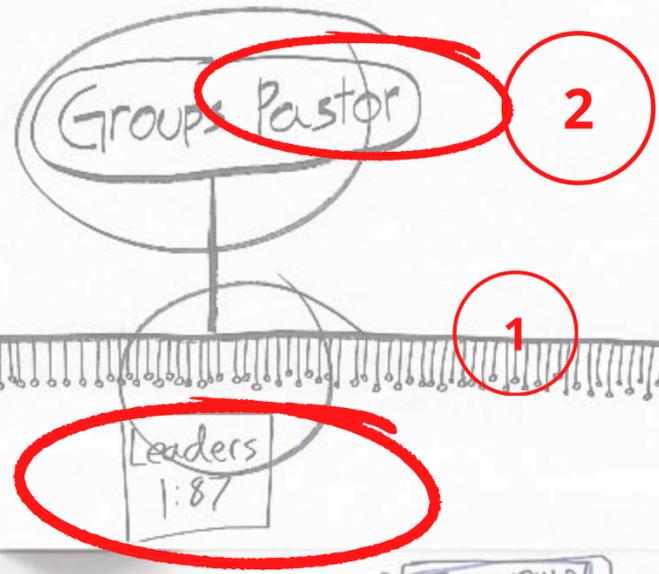


# Team Exercise

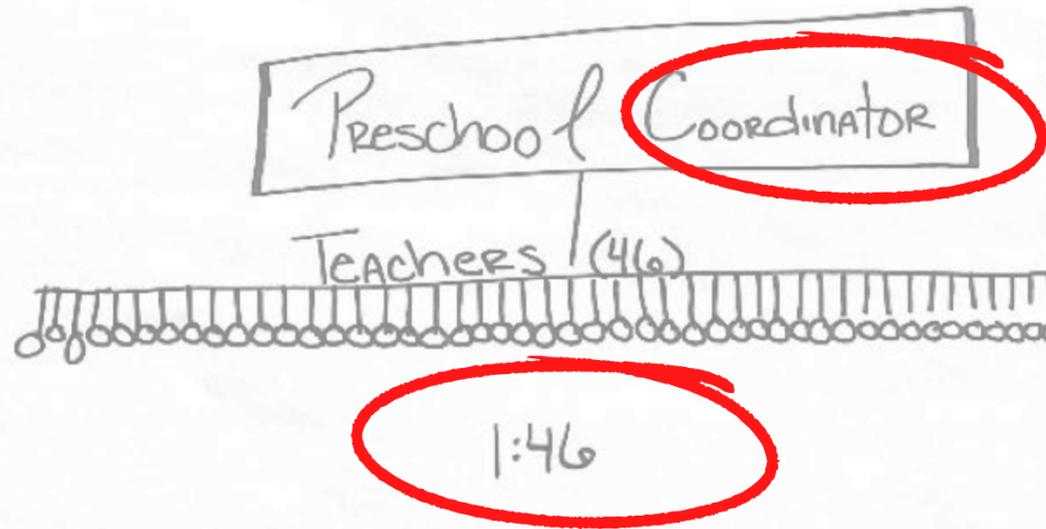
Place your Structure Post Its on one wall



# HOME GROUPS



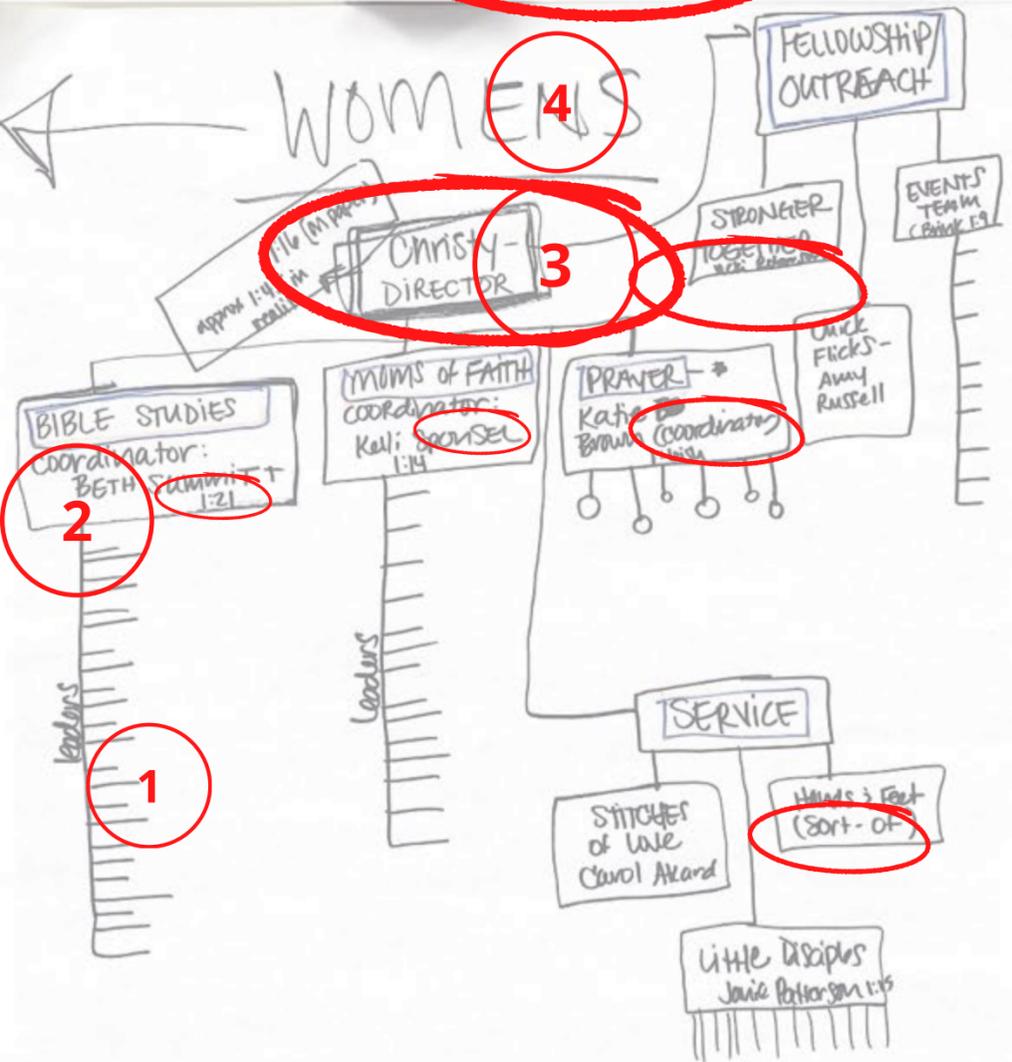
# Children's Ministry



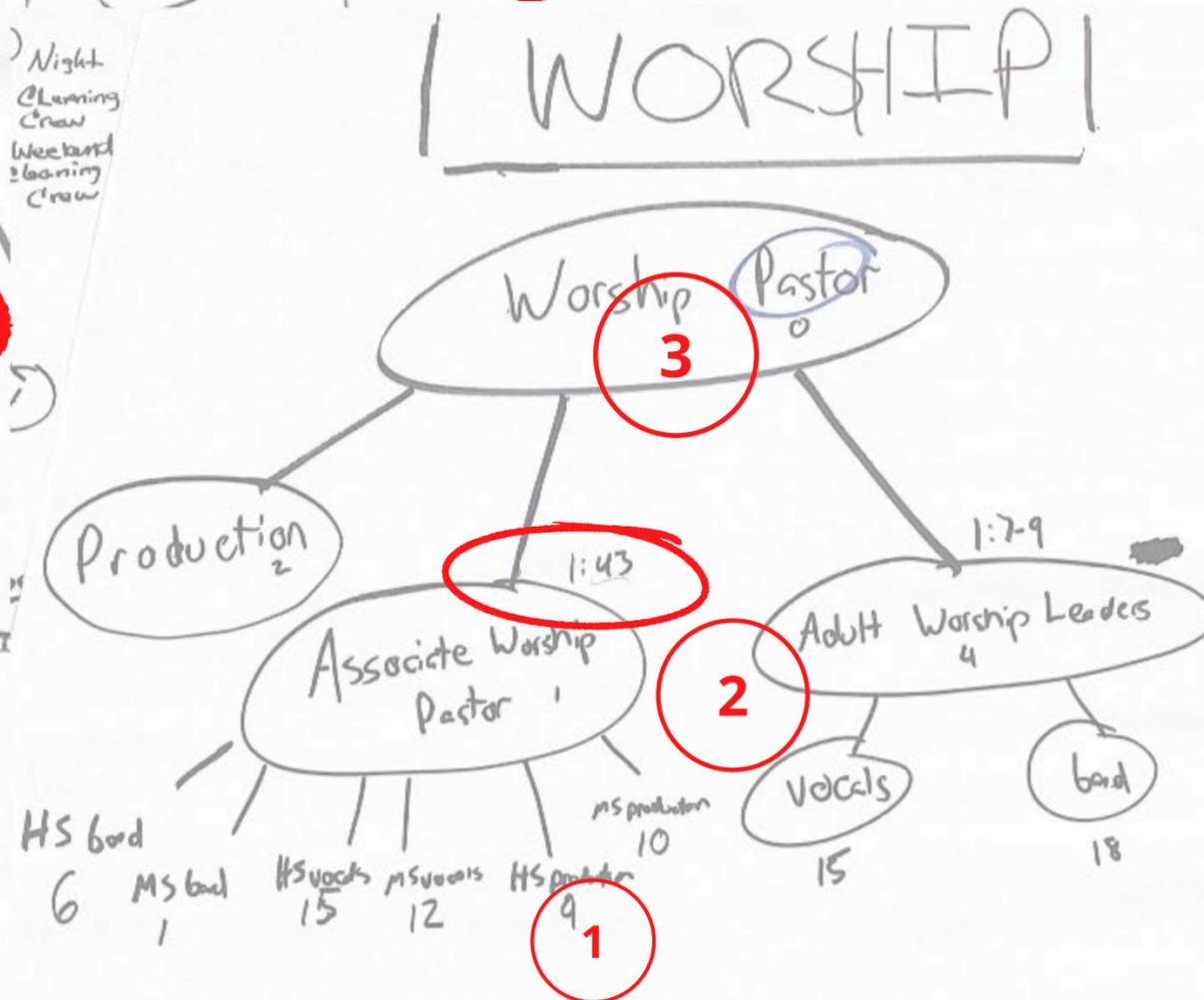
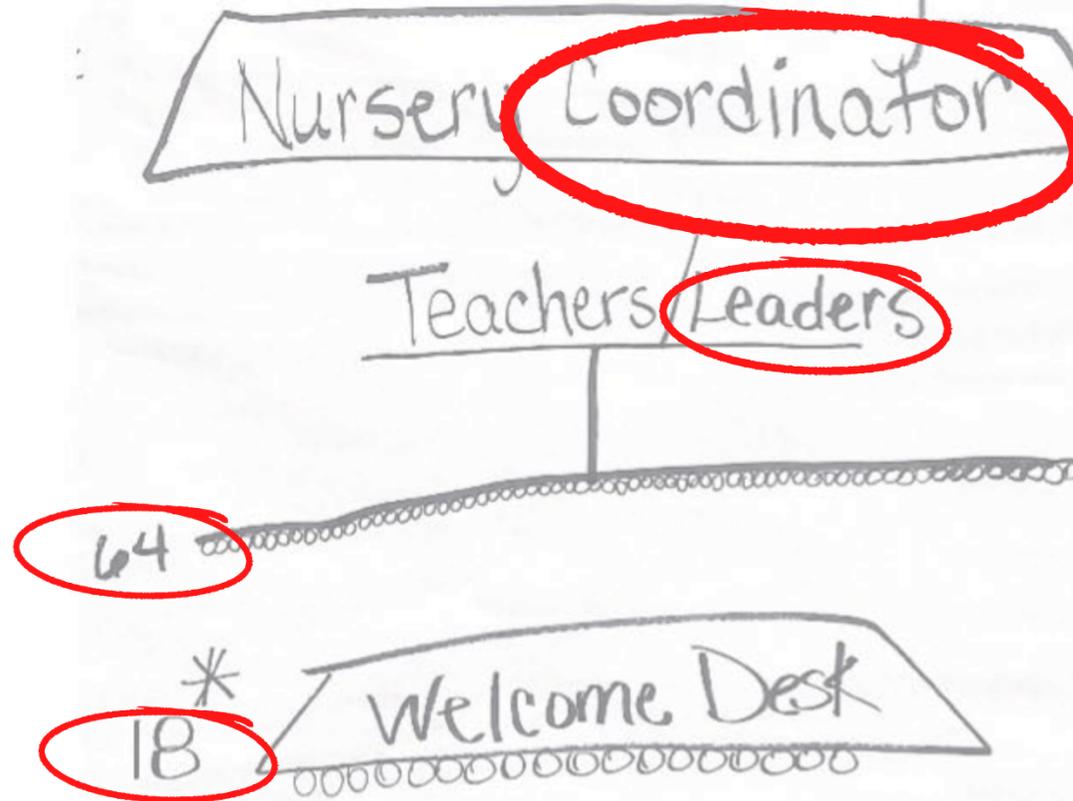
# HIGH SCHOOL



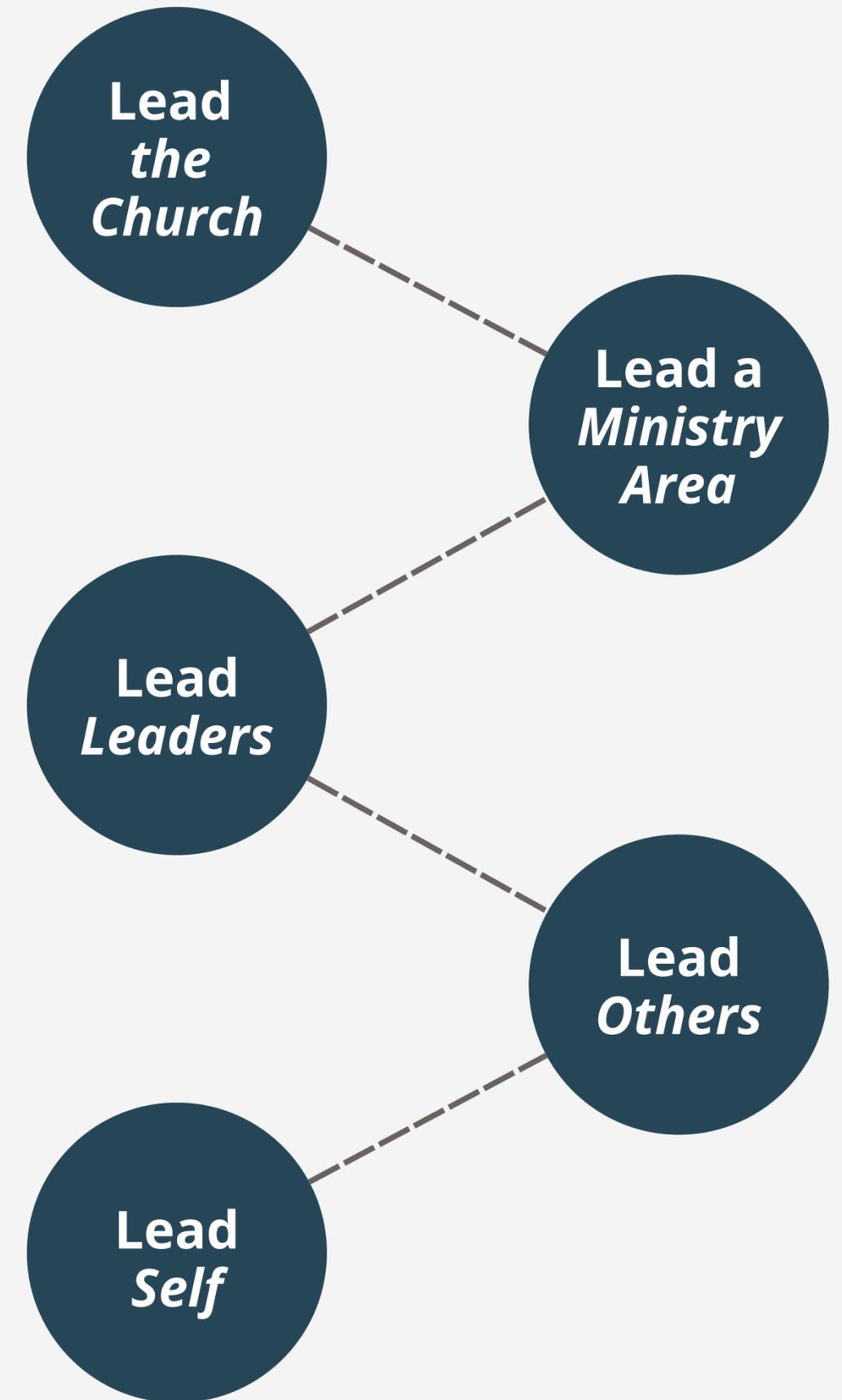
# WOMEN



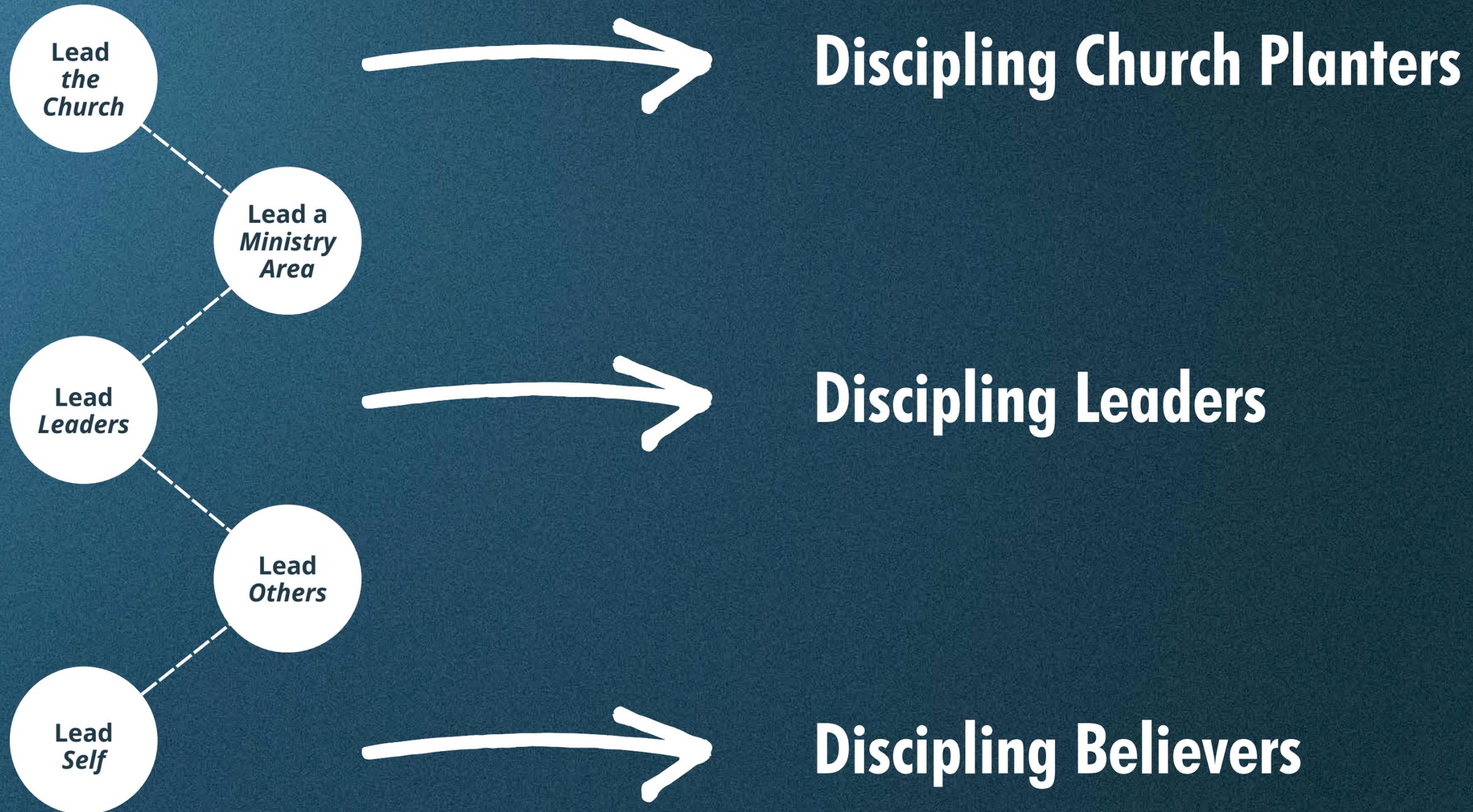
# Children's Ministry



# Leadership Pipeline Framework

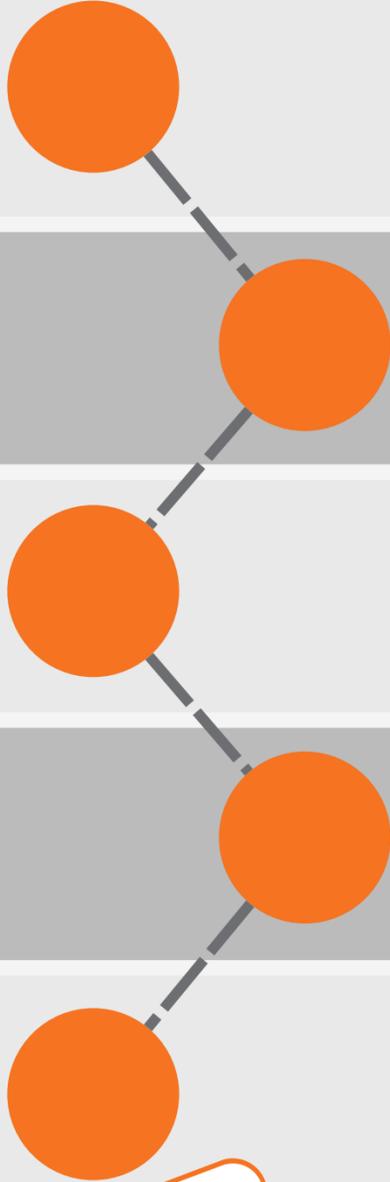


# Discipleship Pathway

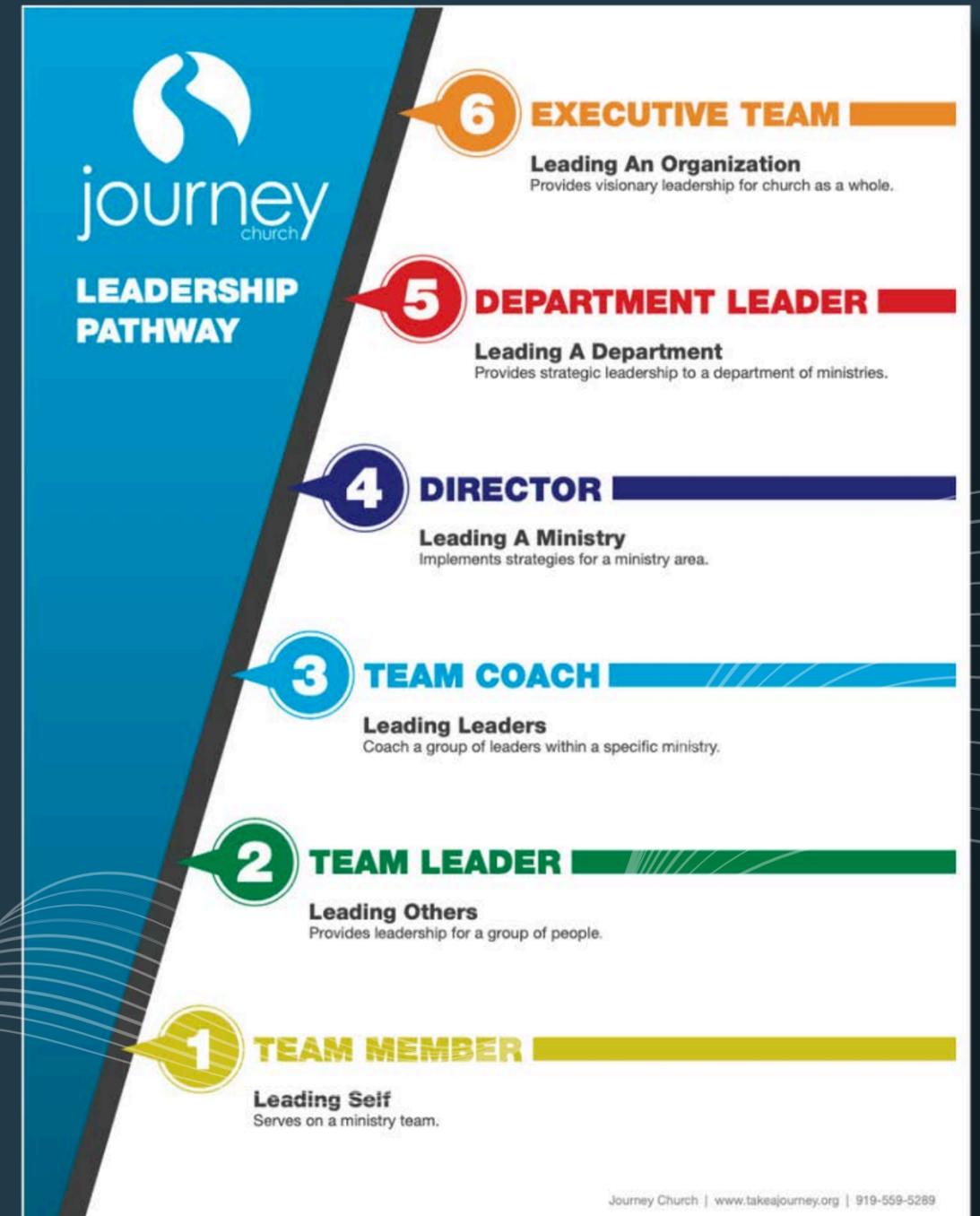


# Sample Church

Pipeline Level	Scope of Leadership	Roles at Each Level								
<b>Senior Leadership Team</b>	<i>Provides visionary leadership for church as a whole</i>	Executive Pastor							Senior Pastor	
		<b>Children</b>		<b>Students</b>		<b>Adult Groups</b>		<b>Guest Services</b>	<b>Missions</b>	<b>Worship</b>
		Groups	Teams	Groups	Teams	Groups	Teams			
<b>Director</b>	<i>Provides visionary leadership for a ministry</i>	Childrens Director		Students Director		Adult Groups Director		Guest Services Director	Missions Director	Worship Director
<b>Coach</b>	<i>Coaches a group of leaders within a specific ministry</i>	<ul style="list-style-type: none"> <li>Preschool Coach</li> <li>Elementary Coach</li> </ul>	Service Team Coach	Small Group Coach	Service Team Coach	Small Group Coach	Celebrate Recovery Service Team Coach	Service Team Coach	<ul style="list-style-type: none"> <li>Global Missions Coach</li> <li>Local Outreach Coach</li> </ul>	Service Coach
<b>Leader</b>	<i>Provides leadership for a small team of people</i>	<ul style="list-style-type: none"> <li>Master Teaching Leader</li> <li>Small Group Leader</li> <li>Nursery Team Leader</li> </ul>	<ul style="list-style-type: none"> <li>Check-In Leader</li> <li>Security Leader</li> <li>Snacks Leader</li> </ul>	Small Group Leader	<ul style="list-style-type: none"> <li>Production Leader</li> <li>Concessions Leader</li> <li>Recreation Leader</li> </ul>	Small Group Leader	<ul style="list-style-type: none"> <li>CR Guest Service Leader</li> <li>CR Worship Leader</li> <li>CR Tech Leader</li> </ul>	<ul style="list-style-type: none"> <li>Usher Leader</li> <li>Parking Leader</li> <li>Café Leader</li> <li>Greeter leader</li> </ul>	<ul style="list-style-type: none"> <li>Trip Leader</li> <li>Local Outreach Leader</li> </ul>	<ul style="list-style-type: none"> <li>Tech-Service leader</li> <li>Vocal Leader</li> </ul>
<b>Team Member</b>	<i>Serves on a team or in a group</i>	<ul style="list-style-type: none"> <li>Small Group Assistant</li> <li>Nursery Team</li> </ul>	<ul style="list-style-type: none"> <li>Check-In Team</li> <li>Security Team</li> <li>Snacks Team</li> </ul>	Small Group Assistant	<ul style="list-style-type: none"> <li>Production Team</li> <li>Concessions Team</li> <li>Recreation Team</li> </ul>	Small Group Members	<ul style="list-style-type: none"> <li>CR Greeters</li> <li>CR Worship Team</li> <li>CR Tech Team</li> </ul>	<ul style="list-style-type: none"> <li>Ushers</li> <li>Parkers</li> <li>Café Team</li> <li>Greeters</li> </ul>	<ul style="list-style-type: none"> <li>Local Outreach Team</li> <li>Missions Team</li> </ul>	<ul style="list-style-type: none"> <li>Band</li> <li>Vocalists</li> <li>AV Operators</li> </ul>

Leadership Levels	Structure	System	Content	People
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	Director	APPLY ASSESS PREPARE SUPPORT	3 - 5 Competencies	
	Coach	APPLY ASSESS PREPARE SUPPORT	3 - 5 Competencies	
	Leader	APPLY ASSESS PREPARE SUPPORT	3 - 5 Competencies	
	Team Member	APPLY ASSESS PREPARE SUPPORT	3 - 5 Competencies	
	How Joe <b>KNOWS</b> his next step 	How Joe <b>FLOWS</b> from one level to the next	How Joe <b>GROWS</b> in his leadership	How Joe <b>GOES</b> from one level to the next

# LP Graphic Design Examples



**System**

# **Execute a Disciplined Onboarding Process**

# Jesus' Public Ministry Years

	26 AD	27 AD	28 AD	29 AD	30 AD
	Come	Follow	Appoint	Withdraw	Go
Winter		<ul style="list-style-type: none"> <li>• 1st Miracle: Cana</li> <li>• Visits Capernaum</li> </ul>	<ul style="list-style-type: none"> <li>• Galilean Tour #2</li> <li>• Heals lame man on mat</li> <li>• Pharisee opposition</li> <li>• Calls Matthew</li> <li>• Pharisees Ask about Fasting</li> </ul>	<ul style="list-style-type: none"> <li>• Apostles 2x2 through Galilean Tour</li> <li>• John the Baptist is executed</li> </ul>	<ul style="list-style-type: none"> <li>• Sends Out 70</li> <li>• Teaches Us to Pray</li> <li>• Perea Ministry</li> <li>• Raises Lazarus</li> <li>• Sanhedrin Plot Jesus' Death</li> </ul>
Spring	<ul style="list-style-type: none"> <li>• John the Baptist's Ministry</li> </ul>	<ul style="list-style-type: none"> <li>• Passover</li> <li>• Clears Temple</li> <li>• Nicodemus</li> <li>• Early Judean Ministry</li> <li>• John Imprisoned</li> <li>• Samaritan Woman</li> </ul>	<ul style="list-style-type: none"> <li>• Heals Man by Pool</li> <li>• Pharisee Discourse</li> <li>• Questioned about Picking Grain</li> <li>• Teaching Large Crowds</li> </ul>	<ul style="list-style-type: none"> <li>• Travels to Bethsaida</li> <li>• Feeds 5000</li> <li>• Walks on Water</li> <li>• Followers Drop Off</li> <li>• Pharisee Opposition</li> </ul>	<ul style="list-style-type: none"> <li>• Last Supper</li> <li>• Arrest</li> <li>• Trial</li> <li>• Crucifixion</li> <li>• Resurrection</li> <li>• Great Commission</li> </ul>
Summer		<ul style="list-style-type: none"> <li>• Heals Nobelman's Son</li> <li>• Moves to Capernaum</li> <li>• Galilean Tour #1</li> <li>• Rejected at Nazareth</li> </ul>	<ul style="list-style-type: none"> <li>• Appoints the 12</li> <li>• Sermon on the Mount</li> <li>• Galilean Tour #3</li> <li>• Kingdom of God Parables</li> <li>• Pharisee Opposition</li> </ul>	<ul style="list-style-type: none"> <li>• Travels to Tyre-Sidon</li> <li>• Heals Canaanite's Daughter</li> <li>• Heal deaf man</li> <li>• Feeds 4000</li> <li>• Pharisees Ask for Sign</li> <li>• Heals Blind Man</li> </ul>	
Fall	<ul style="list-style-type: none"> <li>• Jesus' Baptism</li> <li>• Temptation</li> <li>• John's Testimony</li> <li>• First followers</li> </ul>	<ul style="list-style-type: none"> <li>• Calls fishermen</li> <li>• Healings (Many)</li> <li>• Crowds grow</li> </ul>	<ul style="list-style-type: none"> <li>• Calms Storm</li> <li>• Legion Demons</li> <li>• Healings</li> <li>• John B Questions Jesus</li> <li>• Pharisee Opposition</li> <li>• Rejected at Nazareth #2</li> </ul>	<ul style="list-style-type: none"> <li>• Travels to Ceasera</li> <li>• Transfiguration</li> <li>• Predicts Death 3x</li> <li>• Disciples Argue about Greatest</li> <li>• Tougher Teachings</li> </ul>	



Nazareth



Mediterranean Sea

Euphrates River

Sidon

Tyre

Hazor

Damascus

Caesarea

Ashkelon

Gaza

Jerusalem

Via Maris

King's Hwy



# The Disciples

- **Age:** Likely teens to early 20's
- **Occupation:** At least 4 of them fisherman
- **Education:** Formal education would have ended at 10 years old
- **Marital Status:** Peter seems to be the only one married at the time





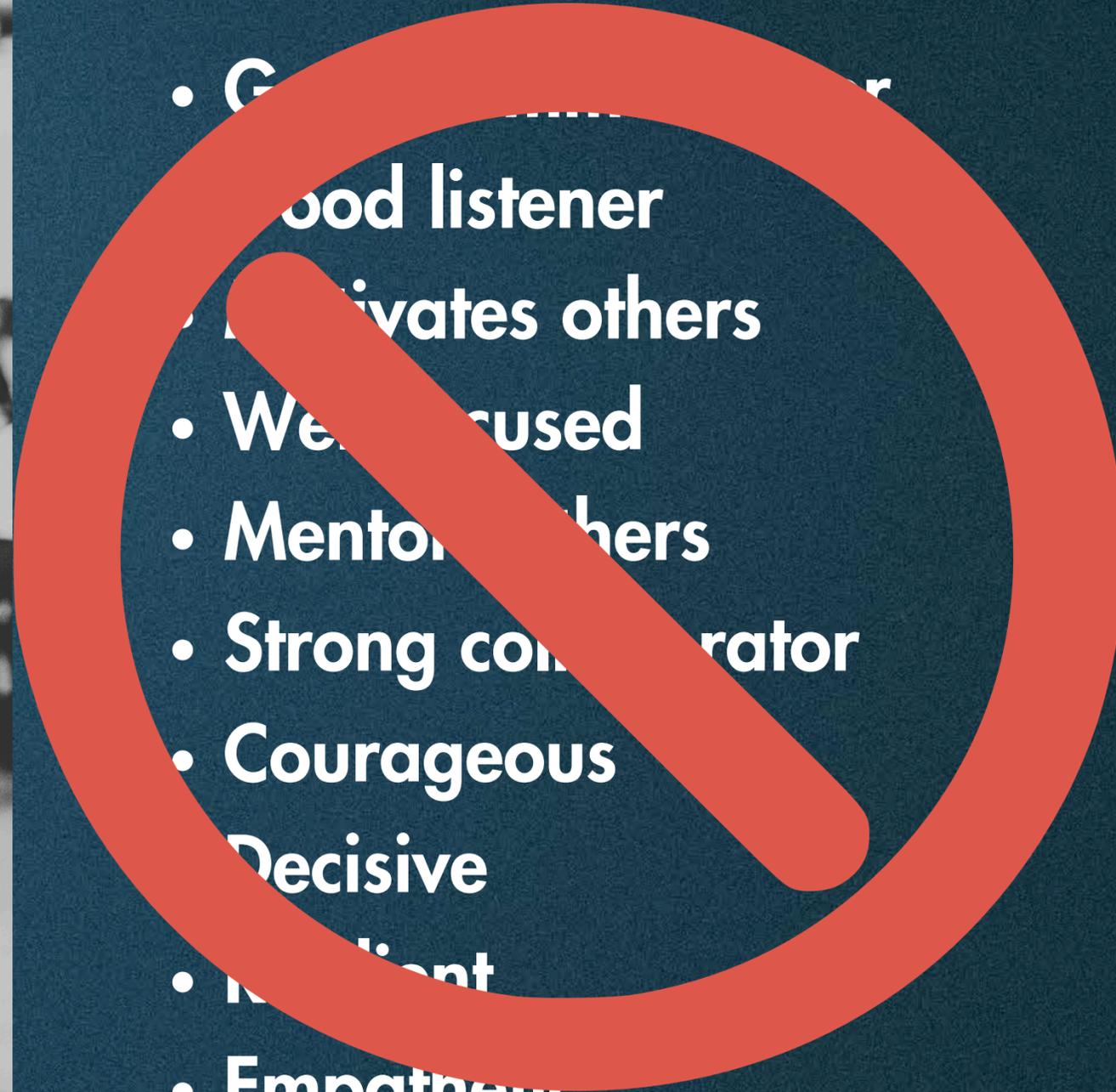
# What to look for in a potential leader

- Good communicator
- Good listener
- Motivates others
- Well focused
- Mentors others
- Strong collaborator
- Courageous
- Decisive
- Resilient
- Empathetic



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# Jesus' Public Ministry Years

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- John's Testimony
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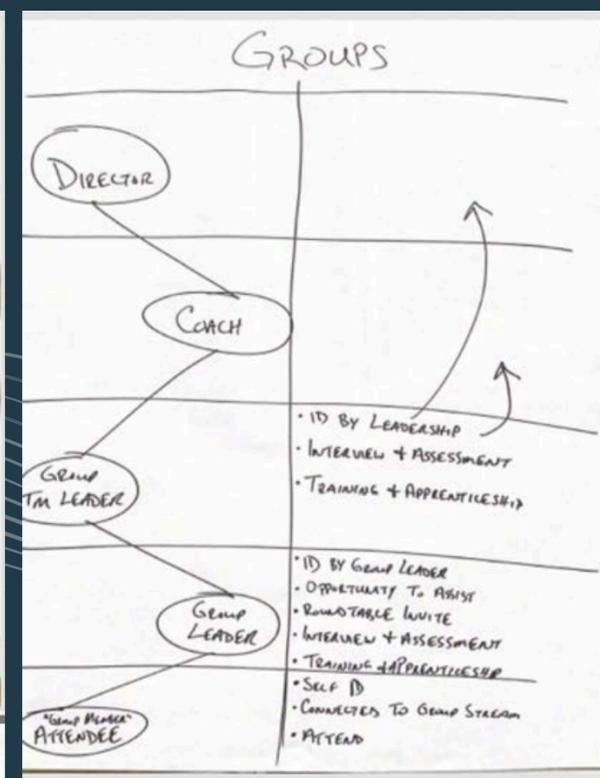
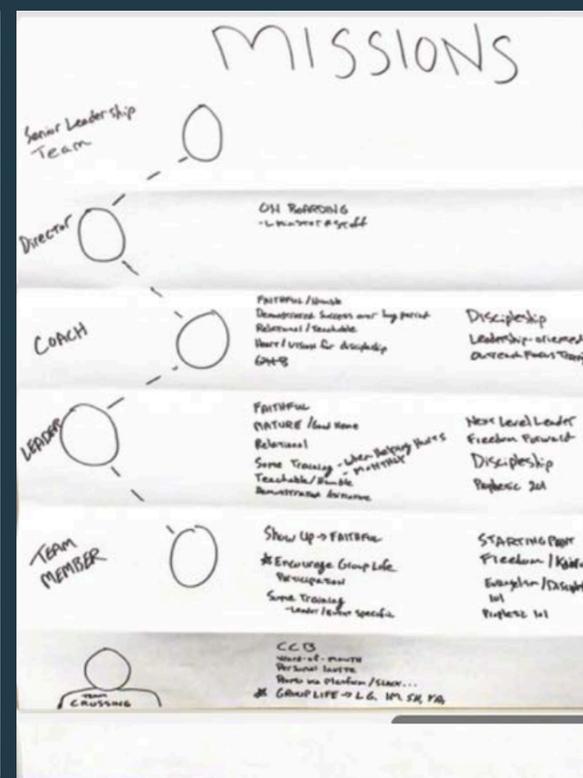
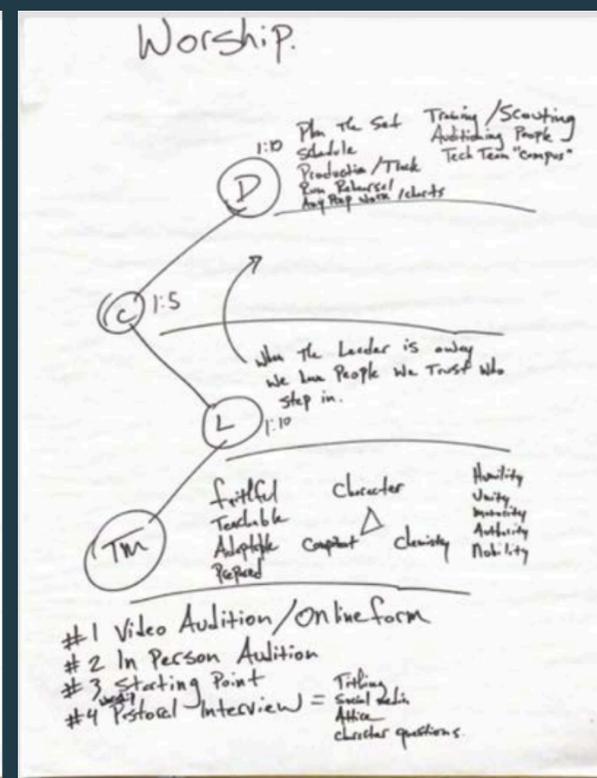
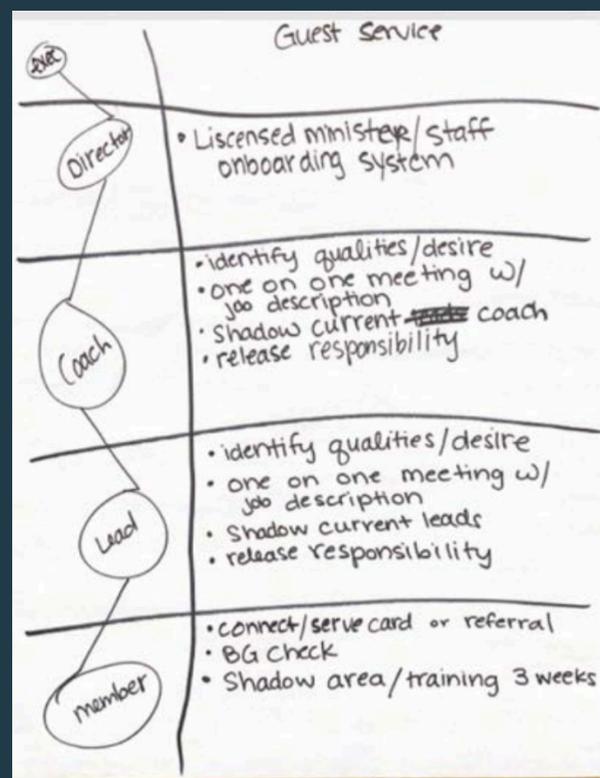
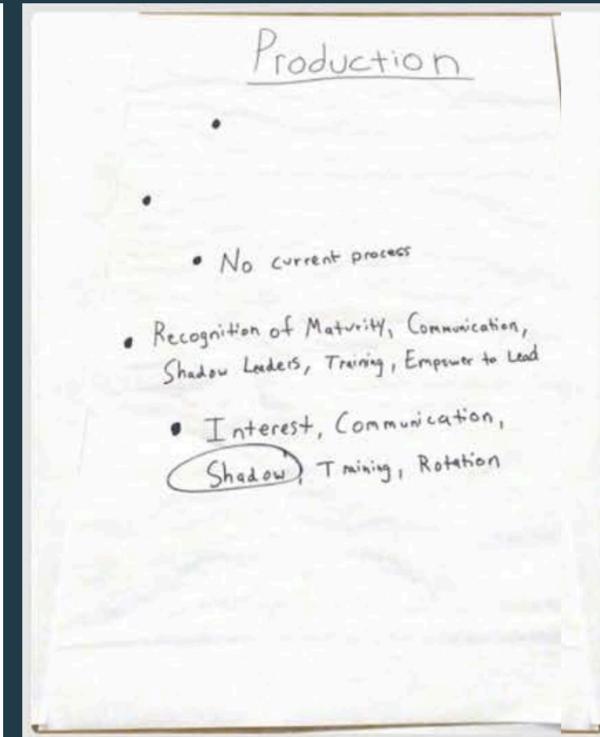
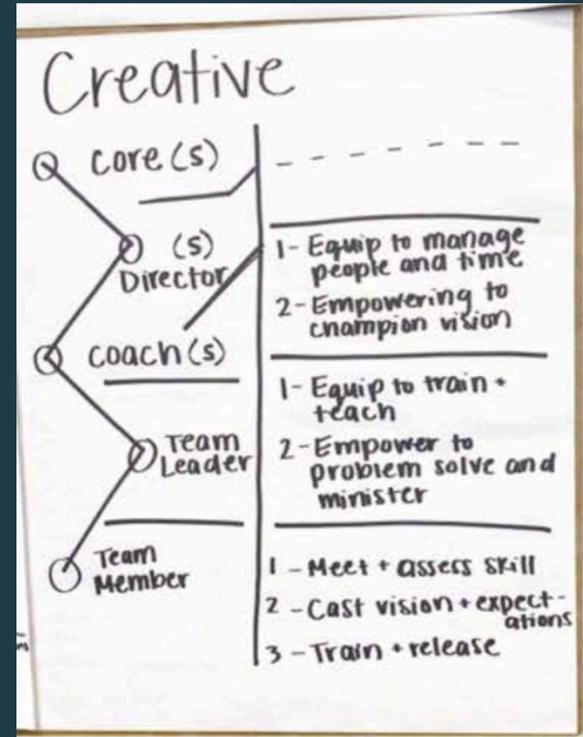
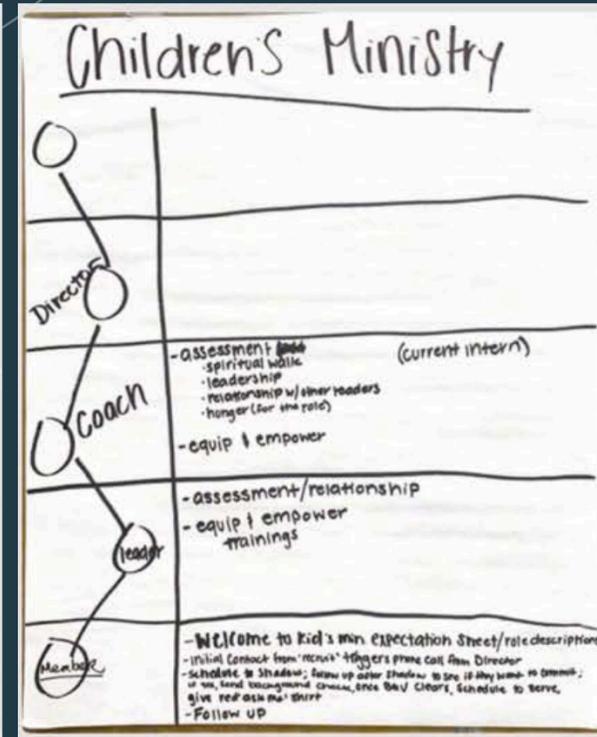
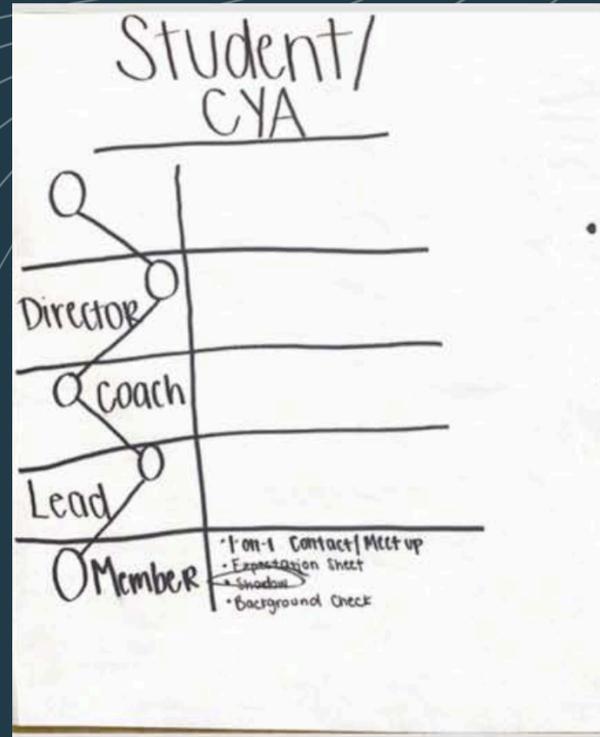
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- Predicts Death 3x
- Disciples Argue about Greatest
- Tougher Teachings

21 Months

24 Months

# Onboarding System



# F.R.A.M.E

## TEAM MEMBER TO LEADER



TEAM MEMBER

<p>1</p> <p><b>Actively look for people who are demonstrating a capacity to lead others.</b></p> <p>Pray for the Lord to reveal new leaders</p> <p>Look for individuals who are excelling (<b>Identify</b> those who have leadership potential)</p> <p><b>Delegate</b> tasks to them and note how they do</p> <p><b>Initiate</b> a conversation about leadership with the potential leader.</p>	<p>2</p> <p><b>Give potential leaders the opportunity to reflect on the challenge and opportunity to lead others.</b></p> <p>Send job description to potential leader</p> <p><b>Meet</b> with the potential leader one-on-one to answer their questions.</p> <p><b>Pray and reflect</b> on moving forward (both leader and potential leader)</p> <p><b>Instruct</b> potential leader to complete application and background check and working with minor policy, if applicable</p>	<p>3</p> <p><b>Assess the potential leader to determine if they have the basic character and competencies to lead others.</b></p> <p>Review the leadership applications (Leadership application, Core competencies, Bethel Membership) and check references listed on their application.</p> <p><b>Interview</b> the potential leader.</p> <p><b>Follow up</b> with potential leader regarding next steps</p>	<p>4</p> <p><b>Identify a mentor (an existing leader) who will apprentice the leader-in-training to further develop his/her character and competencies.</b></p> <p>Assign a mentor to the leader-in-training</p> <p><b>Begin apprenticeship</b> through training modules and hands-on assignments</p> <p><b>Evaluate</b> the apprentice when apprenticeship is nearing completion</p> <p><b>Recommend</b> next steps: step into leadership or receive continued apprenticeship</p> <p><b>Transition</b> the apprentice into his/her ministry leadership role and <b>Celebrate</b></p>	<p>5</p> <p><b>Provide ongoing resources for the new leader to enhance his/her abilities to inspire, develop and influence others.</b></p> <p>Care and shepherding will be provided from their coach</p> <p><b>Continued equipping</b> will be provided through quarterly huddles with their coach</p> <p><b>Ongoing Inspiration</b> will happen at the annual Bethel Summit</p>
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LEADER

# R.A.I.S.E. UP LEADERS

## Moving Team Members to Leaders

### Recruit

1. Identify potential leaders through prayer and observation
2. Request pastoral feedback concerning the potential leader
3. Through conversation, share potential you see in this future leader (see it, say it)
4. Have a potential leader pray about the opportunity
5. Email volunteer description to the potential leader
6. Invite the potential leader to begin the leadership development process

### Assess

1. Email the ministry application to the potential leader
2. Direct the potential leader to the Spiritual Gifts assessment on our website
3. Complete a background check on the potential leader if they will be working with Catalyst Kids, Students, or C.O.R.E.

### Interview

1. Coordinate with another leader and schedule a time for a face-to-face interview with the potential leader
2. Review the Spiritual Gifts Assessment, ministry application and, if applicable, background check
3. Conduct the interview: listening to their story, going over the assessment and hearing their heart
4. Give a few days for you and the potential leader to pray and listen in regards to moving forward with the ministry position
5. Offer the position to the potential leader OR communicate growth areas for the potential leader to develop for future consideration

### Shadow

1. Assign a mentor for the new leader to shadow
2. Schedule shadowing opportunities to develop the 5 Core Competencies for this position

### Equip

1. Provide ongoing training through quarterly huddles with a ministry area coach
2. Participate in the annual "One Church" leadership summit

## TEAM MEMBER to LEADER

### FIND

- **Conversation:** Identify a potential leader and have an ICNU conversation.
- **Application:** Have the *potential* LEADER fill out our *Leadership Application* at <https://freedomchurch.breezechms.com/form/>
- **Background Check:** If the *potential* LEADER is applying to work in either Kids Ministry or Student Ministry, check to see background check has been completed; if not have him/her complete.
- **Conversation:** After receiving the *Leadership Application* the appropriate Director or Coach is to contact the *potential* LEADER via phone call and then follow up via e-mail to thank them for their interest in leading.
- **SGI:** Send them the Spiritual Gifts Inventory
- **Schedule:** Schedule a time to meet face to face.

### REVIEW

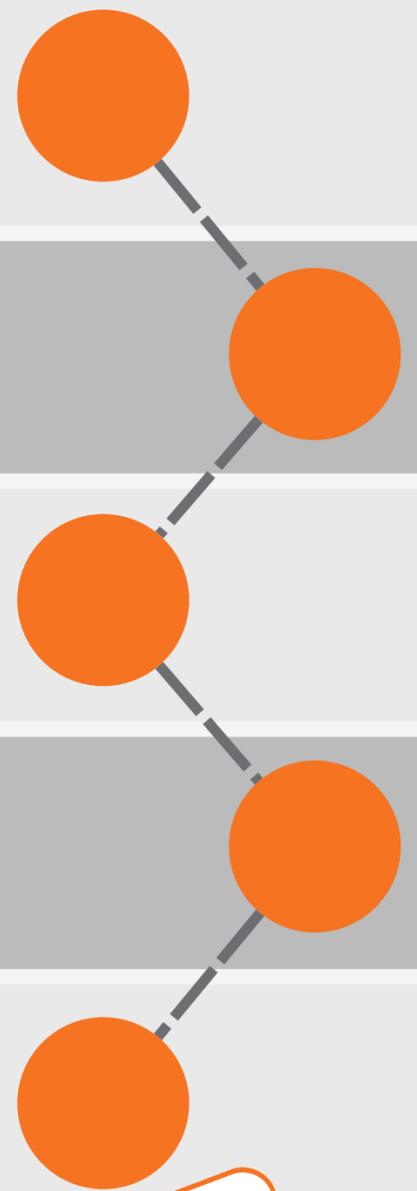
- **Meet:** Having received the *Leadership Application* and the *DISC personality profile*, review their *StrengthFinders* and *Spiritual Gifts Inventory* and get to know the potential leader by meeting face to face.
- **Go over Role:** Review the job description and ministry documents with him/her and answer any questions they have.
- **Observe:** Schedule them to observe a current LEADER in action.
- **Decision:** After the interview and observation opportunity call or email the *potential* LEADER to thank them for their interest and share next steps.

### ENGAGE

- **Train:** Invite the *potential* LEADER into a season of *Apprentice Training* to go through the appropriate *5 Modules*, connecting him/her to an appropriate *current* LEADER-Trainer
- **Placement:** After the *Apprentice Training* is complete, have the *current* LEADER give appropriate feedback/recommendation concerning the *potential* LEADER to the appropriate COACH or DIRECTOR.
- **Input into Database:** Place the *new* LEADER into the ministry role and update appropriate documents and DREAM TEAM tags in Breeze CHMS with the *new* LEADER info.
- **Celebrate:** Celebrate that you've developed a *potential* LEADER into a *new* LEADER! Email the appropriate team and welcome the new leader to the team.

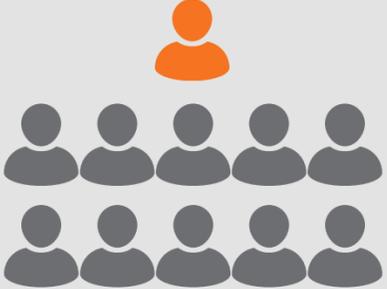
### EQUIP

- **Huddles:** For ongoing equipping, the *new* LEADER will participate in huddles with his/her coach at least four (4) times each year.
- **Rally:** For ongoing inspiration, the *new* LEADER will participate in annual DREAM TEAM RALLY.

Leadership Levels	Structure	System	Content	People
	Senior Leadership Team	APPLY ASSESS PREPARE SUPPORT	3 - 5 Competencies	
	Director	APPLY ASSESS PREPARE SUPPORT	3 - 5 Competencies	
	Coach	APPLY ASSESS PREPARE SUPPORT	3 - 5 Competencies	
	Leader	APPLY ASSESS PREPARE SUPPORT	3 - 5 Competencies	
	Team Member	APPLY ASSESS PREPARE SUPPORT	3 - 5 Competencies	
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**Content**

# **Provide Transformational Training**

	PREPARE	EQUIP	INSPIRE
Who is Trained	New Leaders	Existing Leaders	All Leaders
Purpose of Training	To get someone ready to lead at a new level of your leadership pipeline	To provide learning to leaders within their current level of your leadership pipeline	To inspire all leaders to develop their leadership skills and character
Primary Focus	Transformation	Collaboration	Inspiration
Preferred Ratio	 1 to Few (2-3)	 1 to Team (5-12)	 1 to All

**"One of those days Jesus went out to a mountainside to pray, and spent the night praying to God. When morning came, he called his disciples to him and chose twelve of them, whom he also designated apostles."**

Luke 6:13



# Jesus' Public Ministry Years

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27 AD

Follow

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Appoint

29 AD

Withdraw

30 AD

Go

Winter

Spring

Summer

Fall

**Initial Leadership Development**

- 1st Miracle: Cana
- Visits Capernaum

- Passover
- Clears Temple
- Nicodemus
- Early Judean Ministry
- John Imprisoned
- Samaritan Woman

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- Arrest
- Trial
- Crucifixion
- Resurrection
- Great Commission

# Leadership Development Strategy



**PREPARE**

Get them started

**Individual  
Development**



**EQUIP**

Keep them going

**Team  
Development**



**INSPIRE**

Fire them up

**Organizational  
Development**

# Understanding the Difference



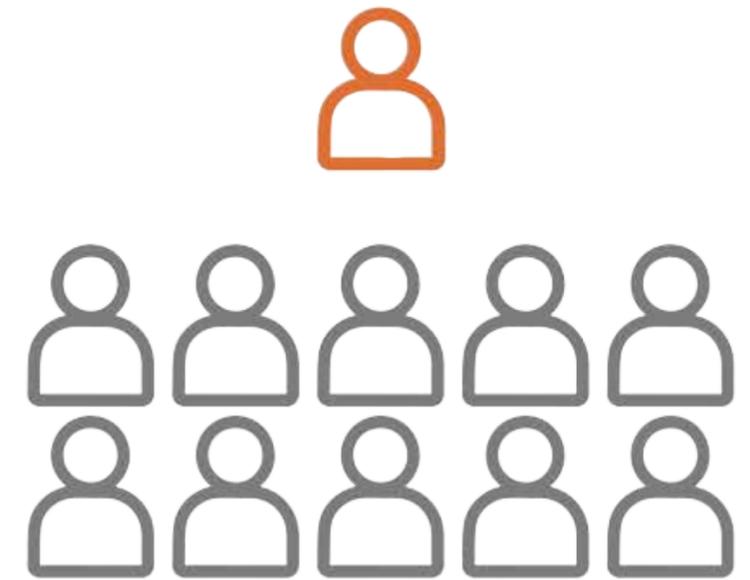
**PREPARE**

Get them started



**EQUIP**

Keep them going



**INSPIRE**

Fire them up



## Team Exercise:

### Choosing Your Leadership Development System

Read through each of the Inspire training types in your workbook and choose which one you believe would work best for Inspiring all leaders in your organization.

#### Our leadership development strategy:

We will prepare new leaders through Apprenticing, equip existing leaders through Huddles, and inspire all of our through Fuel.

# 32 Competencies & Character Traits

## LEADING YOURSELF

**Living on Mission**  
*Joy*

**Emotional Intelligence**  
*Self-Control*

**Teamwork**  
*Selflessness*

**Teachability**  
*Openness*

**Maximizing Your Energy**  
*Consistency*

**Developing Influence**  
*Honor*

## LEADING OTHERS

**Making Disciples**  
*Compassion*

**Teambuilding**  
*Dependability*

**Leading Different Personalities**  
*Charity*

**Facilitating Discussion**  
*Attentiveness*

**Empowering Those Around You**  
*Prudence*

**Providing Feedback**  
*Gentleness*

**Solving Problems**  
*Wisdom*

**Identifying & Apprenticing Potential Leaders**  
*Esteem*

## LEADING LEADERS

**Practicing Spiritual Leadership**  
*Courage*

**Practicing Values-Based Leadership**  
*Integrity*

**Bringing Out the Best in Your Leaders**  
*Encouragement*

**Leading Huddles**  
*Humility*

**Recruiting New Leaders**  
*Passion*

**Navigating Conflict**  
*Patience*

## LEADING A DEPARTMENT

**Personal Development**  
*Self-Awareness*

**Time Management**  
*Self-Discipline*

**Decision Making**  
*Discernment*

**Communication**  
*Authenticity*

**Coaching Others**  
*Genuine Love*

**Leading Meetings**  
*Zeal*

## LEADING THE ORGANIZATION

**Perseverance**  
*Loyalty*

**Shaping Culture**  
*Conviction*

**Casting Vision**  
*Submission*

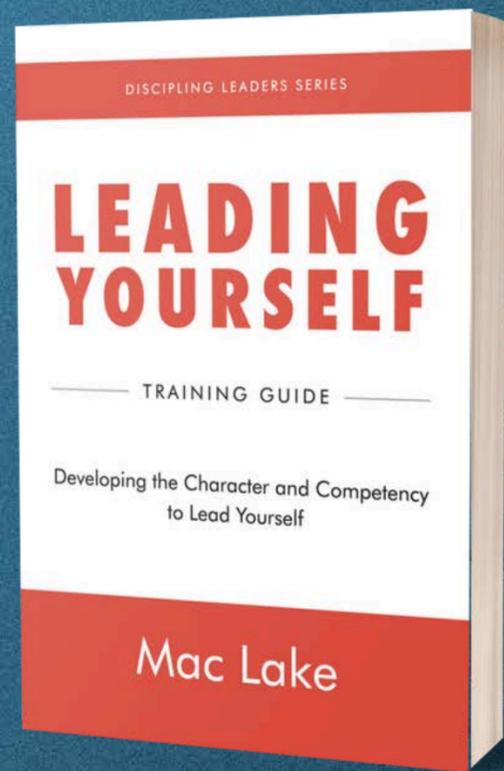
**Teaching**  
*Confidence*

**Leading Change**  
*Composure*

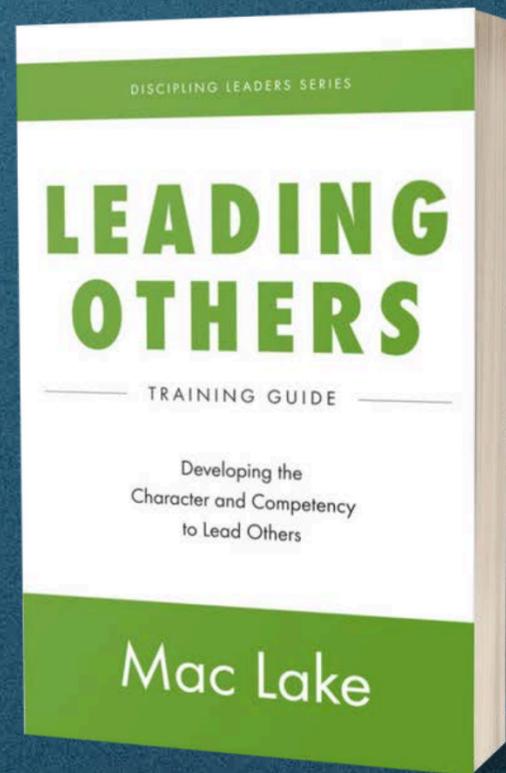
**Financial Stewardship**  
*Generosity*

# The Discipling Leaders Series

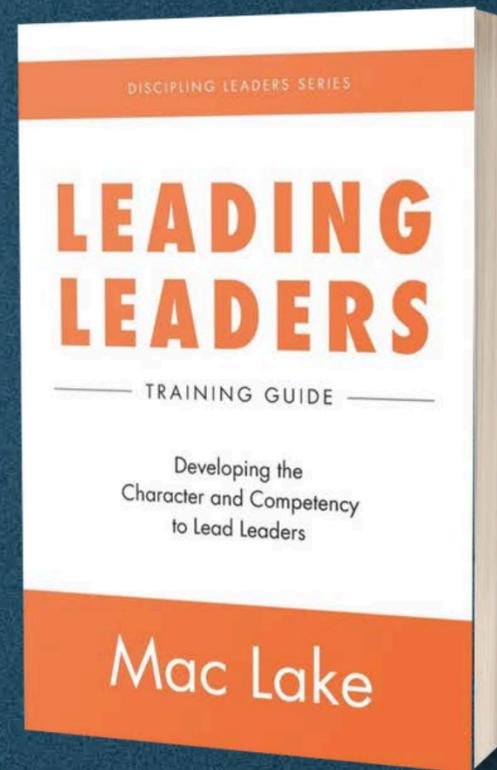
## 32 Competencies



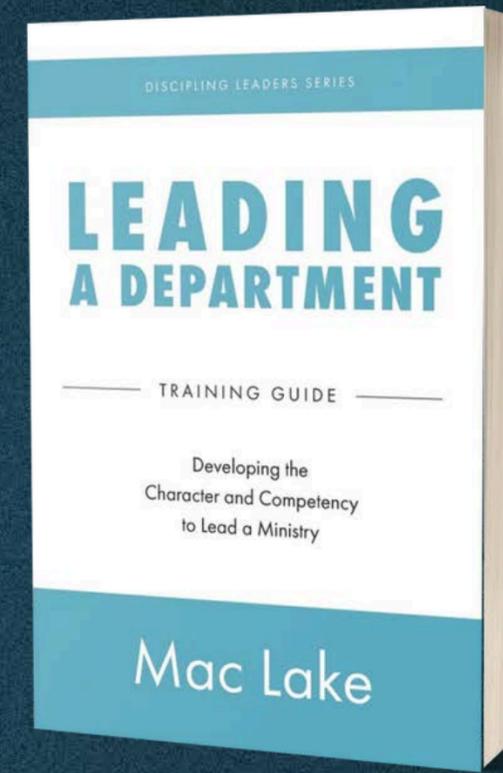
Team  
Members



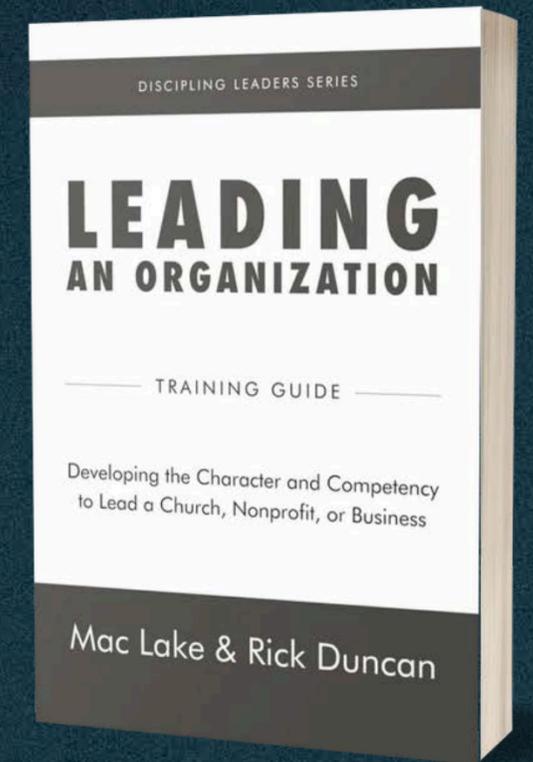
Team &  
Group Leaders



Coaches &  
Coordinators



Directors &  
Ministry Staff



Executive  
Leaders

**"One of those days Jesus went out to a mountainside to pray, and spent the night praying to God. When morning came, he called his disciples to him and chose twelve of them, whom he also designated apostles."**

Luke 6:13

## Luke 9:1-2

When Jesus had called the Twelve together, he **gave them power and authority** to drive out all demons and to cure diseases, <sup>2</sup> and he sent them out to proclaim the kingdom of God and to heal the sick.



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	26 AD	27 AD	28 AD	29 AD	30 AD
<b>Winter</b>	<b>Come</b>	<b>Feed</b>	<b>Appoint</b>	<b>Travel</b>	<b>Go</b>
		<ul style="list-style-type: none"> <li>• 1st Miracle</li> <li>• Visits Capernaum</li> </ul>	<ul style="list-style-type: none"> <li>• Galilean Tour #2</li> <li>• Same man on mat</li> <li>• Pharisee opposition</li> <li>• Calls Matthew</li> <li>• Pharisees Ask about Fasting</li> </ul>	<ul style="list-style-type: none"> <li>• Apostles 2x2 through Galilean Tour</li> <li>• John the Baptist is executed</li> </ul>	<ul style="list-style-type: none"> <li>• Sends Out 70</li> <li>• Teaches Us to Pray</li> <li>• Perea Ministry</li> <li>• Raises Lazarus</li> <li>• Sanhedrin Plot Jesus' Death</li> </ul>
<b>Spring</b>	<ul style="list-style-type: none"> <li>• John the Baptist Ministry</li> </ul>	<ul style="list-style-type: none"> <li>• Jesus Ministry</li> <li>• John imprisoned</li> <li>• Samaritan Woman</li> </ul>	<ul style="list-style-type: none"> <li>• Heals Man by Pool</li> <li>• Pharisee Discourse</li> <li>• Questioned about Picking Grain</li> <li>• Teaching Large Crowds</li> </ul>	<ul style="list-style-type: none"> <li>• Feeds 5000</li> <li>• Walks on Water</li> <li>• Followers Drop Off</li> <li>• Pharisee opposition</li> </ul>	<ul style="list-style-type: none"> <li>• Last Supper</li> <li>• Arrest</li> <li>• Trial</li> <li>• Crucifixion</li> <li>• Resurrection</li> <li>• Great Commission</li> </ul>
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**Authority & Power**

**Be My Apostles**

- Appoints the 12
- Sermon on the Mount
- Galilean Tour #3
- Kingdom of God Parables
- Pharisee Opposition

# Jesus' Development Progression

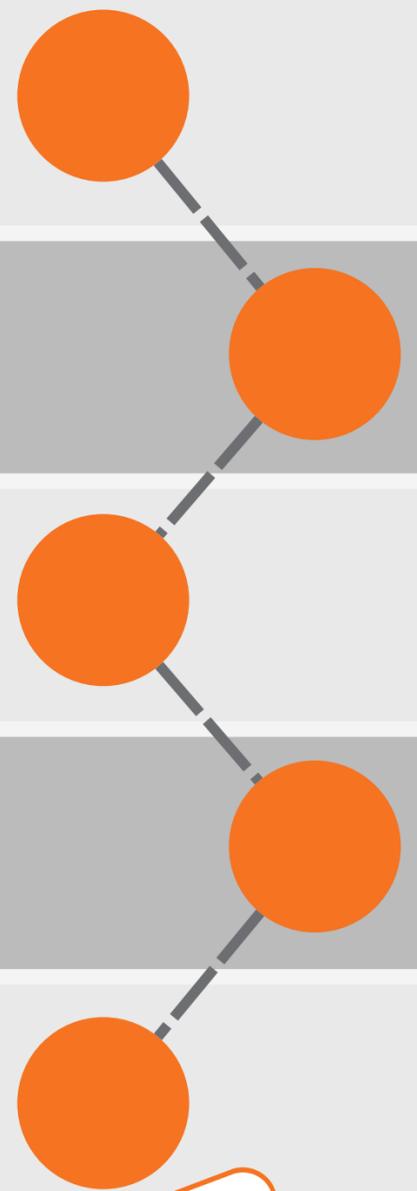
**Select**



**Train**



**Empower**

Leadership Levels	Structure	System	Content	People
	Senior Leadership Team	APPLY ASSESS PREPARE SUPPORT	3 - 5 Competencies	
	Director	APPLY ASSESS PREPARE SUPPORT	3 - 5 Competencies	
	Coach	APPLY ASSESS PREPARE SUPPORT	3 - 5 Competencies	
	Leader	APPLY ASSESS PREPARE SUPPORT	3 - 5 Competencies	
	Team Member	APPLY ASSESS PREPARE SUPPORT	3 - 5 Competencies	
	How Joe <b>KNOWS</b> his next step	How Joe <b>FLOWS</b> from one level to the next	How Joe <b>GROWS</b> in his leadership 	How Joe <b>GOES</b> from one level to the next

People

**Mobilize Your People**

**"One of those days Jesus went out to a mountainside to pray, and spent the night praying to God. When morning came, he called his disciples to him and chose twelve of them, whom he also designated apostles."**

Luke 6:13

## Matthew 9:37-38

Then he said to his disciples, "The harvest is plentiful but the workers are few. Ask the Lord of the harvest, therefore, to **send out workers** into his harvest field."

## Luke 10:1-2

After this the Lord appointed seventy-two others and sent them two by two ahead of him to every town and place where he was about to go. He told them, "The harvest is plentiful, but the workers are few. Ask the Lord of the harvest, therefore, to **send out workers** into his harvest field.

# Jesus' Public Ministry Years

	26 AD	27 AD	28 AD	29 AD	30 AD
<b>Winter</b>	<b>Come</b>	<b>Follow</b>	<b>Point</b>	<b>Visit</b>	<b>Go</b>
		<ul style="list-style-type: none"> <li>• 1st Miracle</li> <li>• Visits Capernaum</li> </ul>	<ul style="list-style-type: none"> <li>• Pharisees Ask about Fasting</li> </ul>	<ul style="list-style-type: none"> <li>• Apostles 2x2 through Galilean Tour</li> <li>• John the Baptist is executed</li> </ul>	<ul style="list-style-type: none"> <li>• Sends Out 70</li> <li>• Teaches Us to Pray</li> <li>• Perean Ministry</li> <li>• Raises Lazarus</li> <li>• Sanhedrin Plot Jesus' Death</li> </ul>
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**Identify Leaders**

• Apostles 2x2 through Galilean Tour

• John the Baptist is executed

1:240

Mediterranean Sea

# GALILEE

- Ptolemais
- Chorazin
- Bethsaida
- Capernaum
- Magdala
- Tiberias
- Cana
- Nazareth
- Mt. Tabor
- Megiddo
- Dor
- Caesarea

Sea of Galilee  
(Lake Tiberias)

▲ Mt. Carmel

Plain of Esdraelon  
Carmel Range

▲ Mt. Tabor

Jordan  
Jezreel Valley

1:40

Mediterranean Sea

# GALILEE

- Ptolemais
- Chorazin
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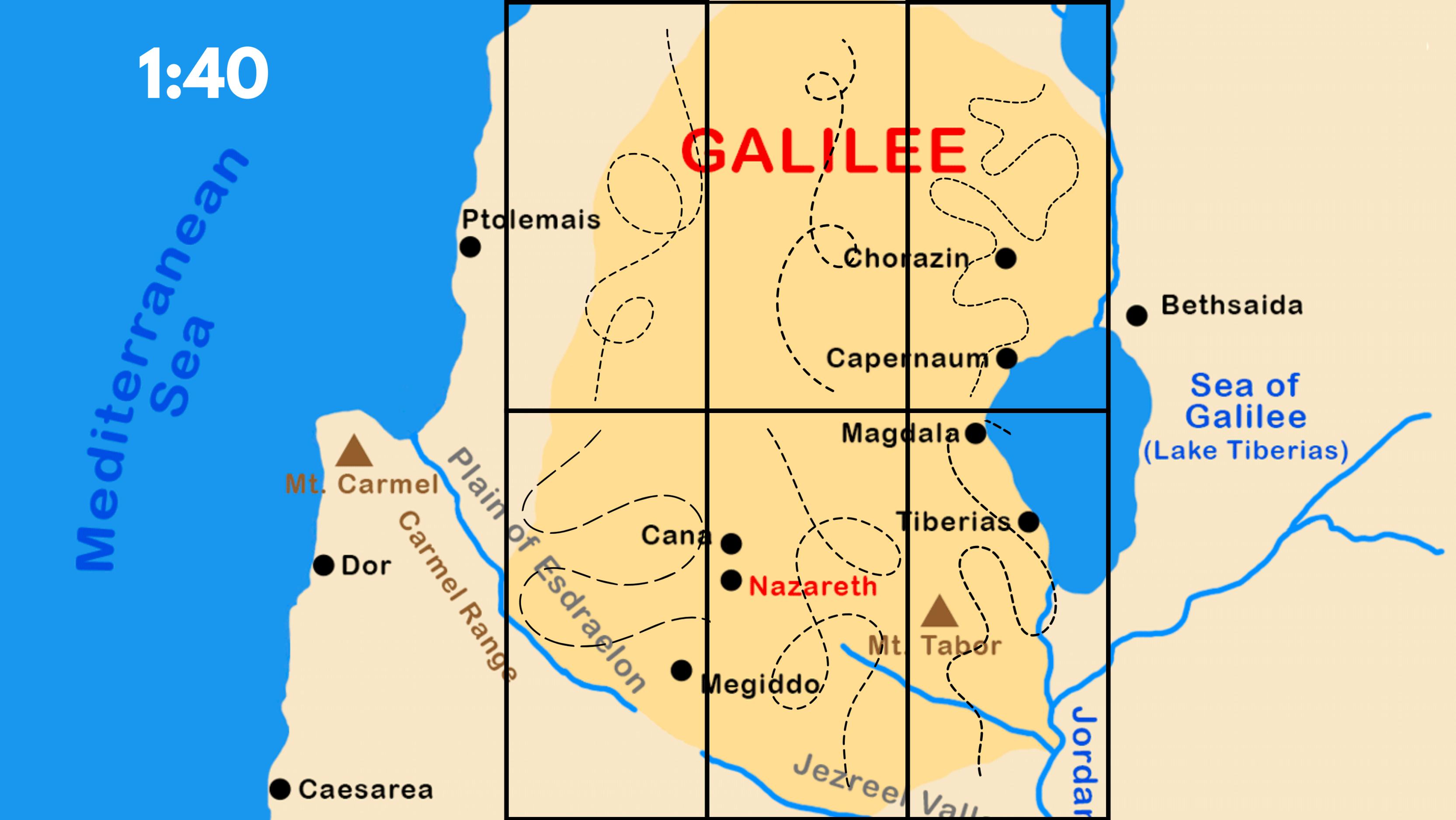
▲ Mt. Carmel

▲ Mt. Tabor

Plain of Esdraelon  
Carmel Range

Jezreel Vall

Jordan



1:6

Mediterranean Sea



# Jesus' Public Ministry Years

	26 AD	27 AD	28 AD	29 AD	30 AD
	Come	Follow	Appoint	Withdraw	Go
Winter		<ul style="list-style-type: none"> <li>1st Miracle: Cana</li> <li>Visits Capernaum</li> </ul>	<ul style="list-style-type: none"> <li>Galilean Tour #2</li> <li>Heal lame man on mat</li> <li>Pharisee opposition</li> <li>Calls Matthew</li> <li>Pharisees Ask for Sign</li> <li>Fasting</li> </ul>	<ul style="list-style-type: none"> <li>Apostles 2x2 through Galilean Tour</li> <li>John the Baptist is</li> </ul>	<ul style="list-style-type: none"> <li>Sends Out 70</li> <li>Teaches Us to Pray</li> <li>Perean Ministry</li> <li>Raises Lazarus</li> <li>Sanhedrin Plot Jesus' Death</li> </ul>
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**Be Movement Makers**



### OFFENSE

#### WR

- 11 Demarcus Robinson**  
6-1 • 208 • JR
- 5 Ahmad Fulwood**  
6-4 • 210 • JR
- 85 Chris Thompson**  
6-0 • 171 • JR

#### LT

- 78 David Sharpe**  
6-6 • 359 • SO
- 73 Martez Ivey**  
6-5 • 311 • FR

#### LG

- 63 Trip Thurman**  
6-5 • 307 • R-SR
- 52 Travaris Dorsey**  
6-2 • 321 • R-FR

#### C

- 54 Cam Dillard**  
6-4 • 311 • R-SO
- 64 Tyler Jordan**  
6-4 • 294 • FR

#### RG

- 51 Antonio Riles**  
6-4 • 312 • R-SO
- 77 Andrew Mike**  
6-6 • 302 • R-FR

#### RT

- 75 Mason Halter**  
6-6 • 295 • R-SR
- 74 Fred Johnson**  
6-6 • 312 • FR

#### WR

- 81 Antonio Callaway**  
5-11 • 206 • FR
- 10 Valdez Showers**  
6-0 • 193 • R-SR
- 18 C.J. Worton**  
6-0 • 198 • SO

#### TE

- 83 Jake McGee**  
6-6 • 244 • R-SR
- 80 C'yontai Lewis**  
6-4 • 233 • R-FR
- 30 DeAndre Goolsby**  
6-4 • 243 • SO

#### QB

- 7 Will Grier**  
6-2 • 203 • R-FR
- or-**
- 3 Treon Harris**  
5-11 • 198 • SO

#### RB

- 21 Kelvin Taylor**  
5-10 • 206 • JR
- 25 Jordan Scarlett**  
5-10 • 212 • FR
- or-**
- 32 Jordan Cronkrite**  
5-11 • 205 • FR

#### WR

- 4 Brandon Powell**  
5-9 • 185 • SO
- 89 Alvin Bailey**  
5-11 • 189 • R-SO

## DEFENSE

### CB

- 1 Vernon Hargreaves III**  
5-11 • 200 • JR
- 15 Deiondre Porter**  
6-0 • 178 • R-FR

### NICKEL

- 24 Brian Poole**  
5-10 • 208 • SR
- 7 Duke Dawson**  
5-11 • 203 • SO

### DE

- 96 Cece Jefferson**  
6-1 • 270 • FR
- 17 Jordan Sherit**  
6-4 • 250 • R-SO

### NT

- 91 Joey Ivie**  
6-3 • 290 • JR
- 93 Taven Bryan**  
6-5 • 290 • R-FR
- or-*
- 54 Khairi Clark**  
6-2 • 321 • R-FR

### MLB

- 3 Antonio Morrison**  
6-1 • 234 • SR
- 48 Anthony Harrell**  
6-2 • 237 • RSR

### SAFETY

- 42 Keanu Neal**  
6-1 • 215 • JR
- 26 Marcell Harris**  
6-1 • 211 • R-SO

### DT

- 90 Jon Bullard**  
6-3 • 280 • SR
- 57 Caleb Brantley**  
6-2 • 303 • R-SO

### WLB

- 40 Jarrad Davis**  
6-2 • 232 • JR
- 13 Daniel McMillian**  
6-1 • 216 • JR

### SAFETY

- 20 Marcus Maye**  
6-0 • 210 • R-JR
- 8 Nick Washington**  
6-0 • 189 • R-SO

### RUSH

- 94 Bryan Cox, Jr.**  
6-3 • 265 • R-JR
- 14 Alex McCalister**  
6-6 • 235 • R-JR

### CB

- 6 Quincy Wilson**  
6-1 • 210 • SO
- 31 Jalen Tabor**  
6-0 • 197 • SO

## SPECIAL TEAMS

<b>K</b>	98	Jorge Powell	5-10	171	R-FR
<i>-or-</i>	16	Austin Hardin	5-10	205	R-JR
<b>P</b>	19	Johnny Townsend	6-1	200	R-SO
	16	Austin Hardin	5-10	205	R-JR
<b>KOR</b>	4	Brandon Powell	5-9	185	SO
	81	Antonio Callaway	5-11	206	FR
<b>PR</b>	81	Antonio Callaway	5-11	206	FR
	4	Brandon Powell	5-9	185	SO
<b>LS</b>	41	Ryan Farr	6-0	213	FR
<i>-or-</i>	47	Jonathan Haney	6-2	210	R-JR
<b>H</b>	19	Johnny Townsend	6-1	200	R-SO
	22	Case Harrison	6-0	196	R-SO

# Guest Services Depth Chart

Team Members Needed **35**

Number of Services **3**

Number of Rotations **3**

## Leadership Pipeline

Levels	SLT	Director	Coordinator	Leader	Team Member
<b>Healthy Ratios</b>		<b>1 : 10</b>	<b>1 : 8</b>	<b>1 : 10</b>	
Total You Currently Have	<b>0</b>	<b>1</b>	<b>3</b>	<b>15</b>	<b>301</b>
Total Needed Based on Ratios		<b>1</b>	<b>4</b>	<b>32</b>	<b>315</b>
Total You Need to Recruit, Develop, or Move		<b>0</b>	<b>1</b>	<b>17</b>	<b>14</b>
Total potential move ups	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>15</b>

Names of People Currently Serving	SLT	Director	Coordinator	Leader	Team Member
		Jennifer Kruse	Luca Blackburn	Alicia Pair	Aaron Drummond
			Chad McPike	Rhonda Schwind	Abby Nieters
			Jason Smith	Michelle English	AJ Dillion
				Johnny Waters	Alan Justice
				Dennis Chastang	Alana Grey
				Stacey McPeake	Alex Brown
				Aaron McPeake	Alex Mason
				Charlie Brown	Alexa Bach
				Scott McNabb	Alexus Dillion

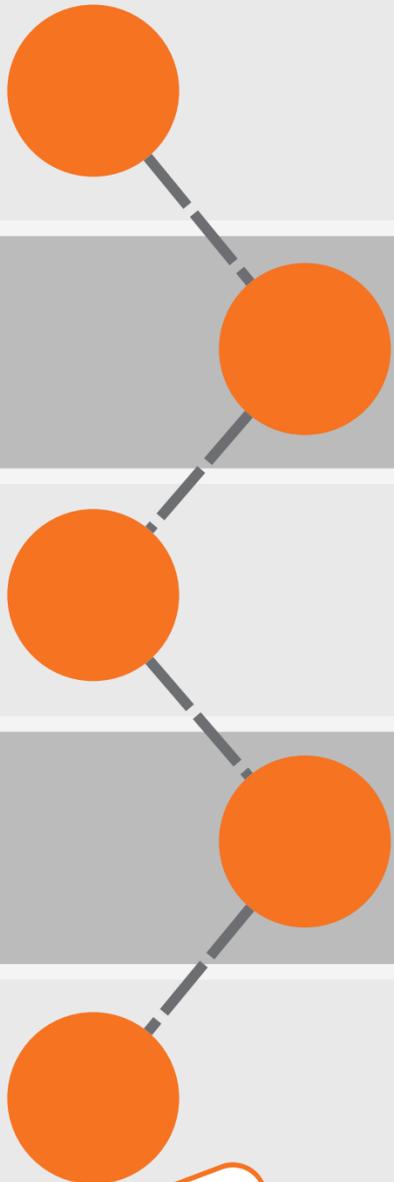
# Students Depth Chart

Current Attendance **250**

## Leadership Pipeline

Levels	SLT	Director	Coordinator	Leader	Team Member
<b>Healthy Ratios</b>		<b>1 : 10</b>	<b>1 : 10</b>	<b>1 : 10</b>	
Total You Currently Have	<b>1</b>	<b>1</b>	<b>2</b>	<b>34</b>	<b>20</b>
Total Needed Based on Ratios		<b>1</b>	<b>3</b>	<b>25</b>	
Total You Need to Recruit, Develop, or Move		<b>0</b>	<b>1</b>	<b>-9</b>	
Total potential move ups	<b>0</b>	<b>0</b>	<b>2</b>	<b>7</b>	<b>0</b>

Names of People Currently Serving	SLT	Director	Coordinator	Leader	Team Member
	Tyler Mock	Greyson Williams	<b>↑ Matt Brown</b>	Aiden White	Amanda Davis
			<b>↑ Lauren Peterson</b>	Amy DeShazo	Austin Mitchell*
				Andrew Thomas	Blake Kelsey*
				<b>↑ Angela Grice</b>	JD Echols*
				Aramis Rosado	Timothy Colquett*
				Bridgette Herrick	Shelby Maddox*
				Colson Dalrymple	Ashlynn Wallace
				Dominick Copes	Noah Jett
				<b>↑ D'Andra Landry</b>	Robert Davis

Leadership Levels	Structure	System	Content	People
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	Leader	APPLY ASSESS PREPARE SUPPORT	3 - 5 Competencies	
	Team Member	APPLY ASSESS PREPARE SUPPORT	3 - 5 Competencies	
	How Joe <b>KNOWS</b> his next step	How Joe <b>FLOWS</b> from one level to the next	How Joe <b>GROWS</b> in his leadership	How Joe <b>GOES</b> from one level to the next 



**2010-2022**

**Planted 10 Churches Around Boston**

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Spring	<ul style="list-style-type: none"> <li>• John the Baptist's Ministry</li> </ul>	<ul style="list-style-type: none"> <li>• Passover</li> <li>• Clears Temple</li> <li>• Nicodemus</li> <li>• Early Judean Ministry</li> <li>• John Imprisoned</li> <li>• Samaritan Woman</li> </ul>	<ul style="list-style-type: none"> <li>• Heals Man by Pool</li> <li>• Pharisee Discourse</li> <li>• Questioned about Picking Grain</li> <li>• Large Crowds</li> </ul>	<ul style="list-style-type: none"> <li>• Travels to Bethsaida</li> <li>• Feeds 5000</li> <li>• Walks on Water</li> <li>• Followers Drop Off</li> <li>• Pharisee opposition</li> </ul>	<ul style="list-style-type: none"> <li>• Last Supper</li> <li>• Arrest</li> <li>• Trial</li> <li>• Crucifixion</li> <li>• Resurrection</li> <li>• Great Commission</li> </ul>
Summer		<ul style="list-style-type: none"> <li>• Heals Nobelman's Son</li> <li>• Moves to Capernaum</li> <li>• Galilean Tour</li> <li>• Rejected at Nazareth</li> </ul>	<ul style="list-style-type: none"> <li>• Appoints the 12</li> <li>• Sermon on the Mount</li> <li>• Galilean Tour</li> <li>• Kingdom of God Parables</li> <li>• Pharisee Opposition</li> </ul>	<ul style="list-style-type: none"> <li>• Travels to Tyre-Sidon</li> <li>• Heals Canaanite's Daughter</li> <li>• Feeds 4000</li> <li>• Pharisees Ask for Sign</li> <li>• Heals Blind Man</li> </ul>	
Fall	<ul style="list-style-type: none"> <li>• Jesus' Baptism</li> <li>• Temptation</li> <li>• John's Testimony</li> <li>• First followers</li> </ul>	<ul style="list-style-type: none"> <li>• Calls fishermen</li> <li>• Healings (Many)</li> <li>• Crowds grow</li> </ul>	<ul style="list-style-type: none"> <li>• Calms Storm</li> <li>• Legion Demons</li> <li>• Healings</li> <li>• John B Questions Jesus</li> <li>• Pharisee Opposition</li> <li>• Rejected at Nazareth #2</li> </ul>	<ul style="list-style-type: none"> <li>• Travels to Ceasera</li> <li>• Transfiguration</li> <li>• Predicts Death 3x</li> <li>• Disciples Argue about Greatest</li> <li>• Tougher Teachings</li> </ul>	

# Discipleship

# Leadership Development

**SELF**

**OTHERS**

INTIMACY

INFLUENCE

CHARACTER

COMPETENCY

LIVE LIKE JESUS

LEAD LIKE JESUS

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# Leadership Development

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# Jesus' Description of a Leader



**Slave**



**Disciple**



**Apostle**

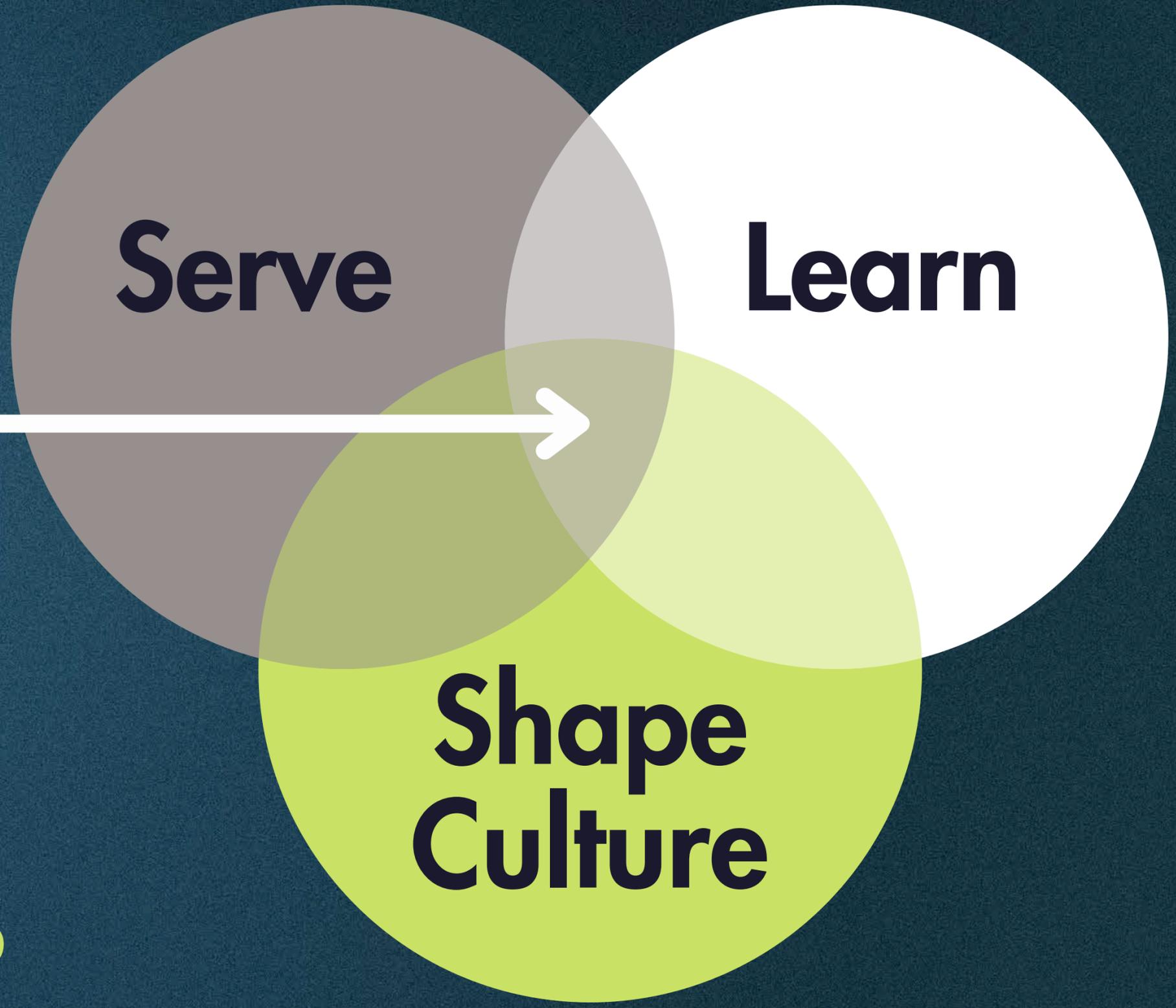
**LEADER**

**Serve**

**Learn**

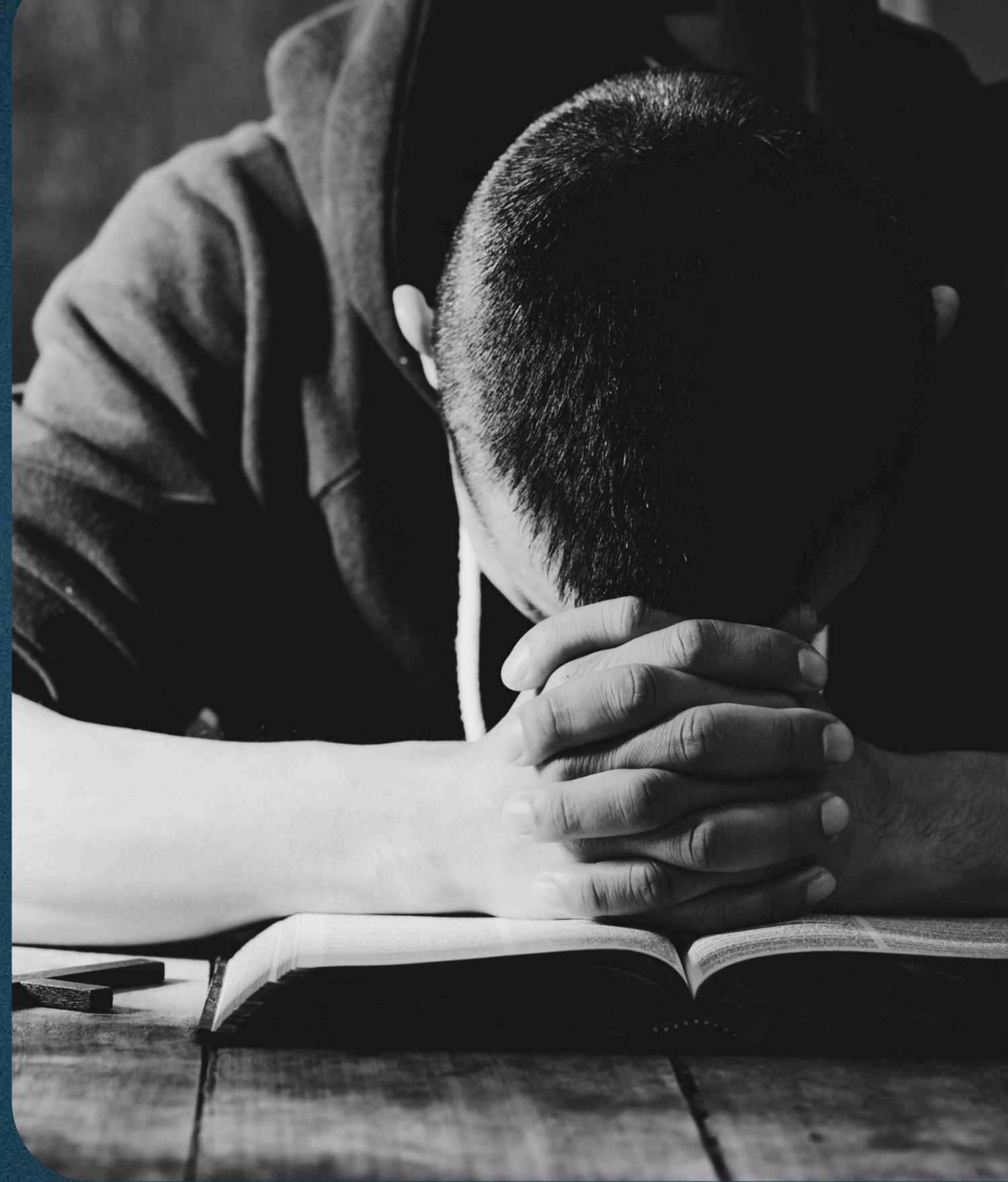
**Shape  
Culture**

**Jesus' Filters**

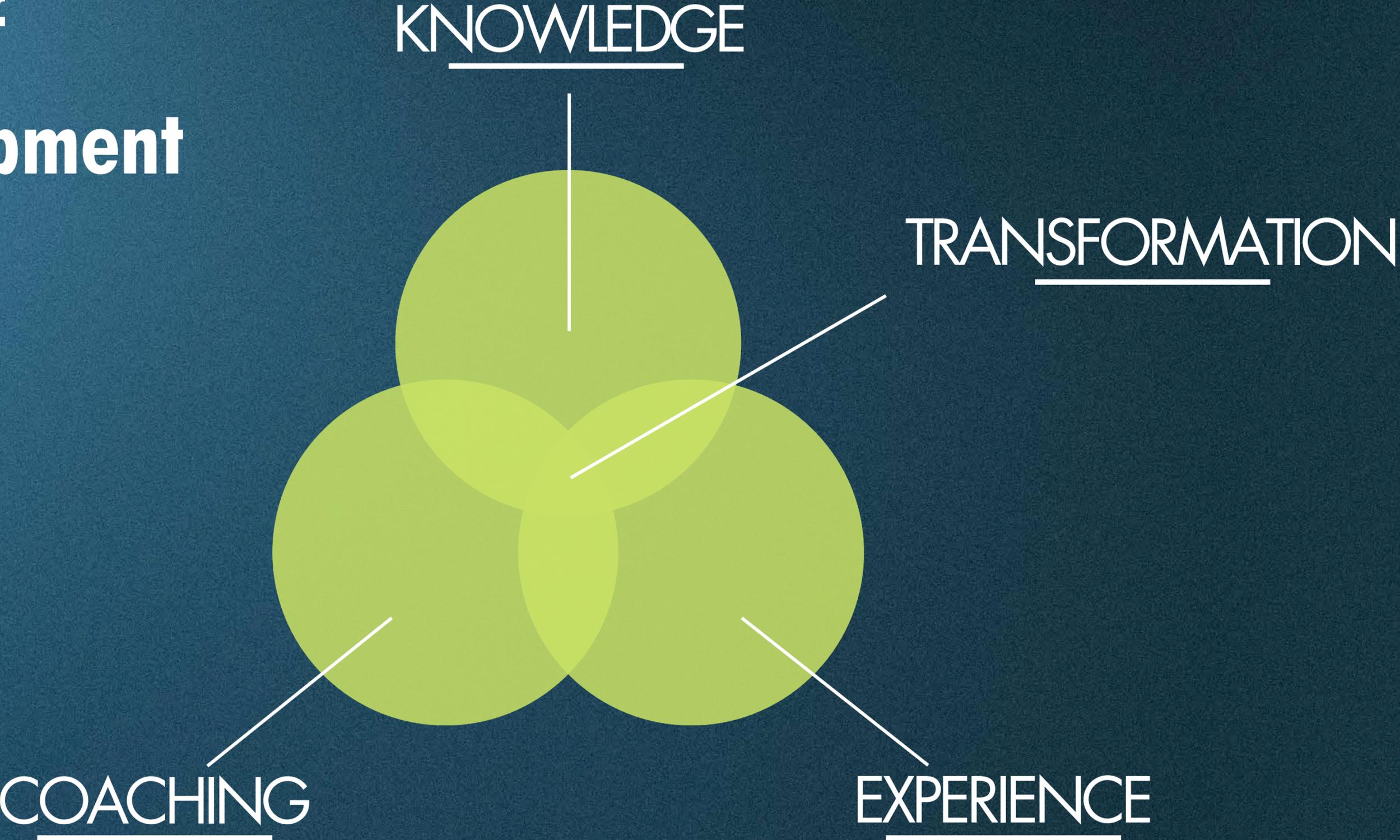


# Leader

A leader is one who is continually growing in the likeness of Christ, **(DISCIPLE)** guided by the Holy Spirit to skillfully provide care, direction, accountability, and development of a group or team of people uniting them **(APOSTLE)** to humbly serve the church, community and world **(SLAVE)**.



# Triad of Development



# Jesus' Public Ministry Years

	26 AD	27 AD	28 AD	29 AD	30 AD
Winter		<p><b>Come</b></p> <ul style="list-style-type: none"> <li>1st Miracle: Cana</li> <li>Visits Capernaum</li> </ul>	<p><b>Follow</b></p> <ul style="list-style-type: none"> <li>Galilean Tour #2</li> <li>Heals lame man on mat</li> <li>Pharisee opposition</li> <li>Calls Matthew</li> <li>Pharisees Ask about Fasting</li> </ul>	<p><b>Withdraw</b></p> <ul style="list-style-type: none"> <li>Apostles 2x2 through Galilean Tour</li> <li>John the Baptist is executed</li> </ul>	<p><b>Go</b></p> <ul style="list-style-type: none"> <li>Sends Out 70</li> <li>Teaches Us to Pray</li> <li>Perean Ministry</li> <li>Raises Lazarus</li> <li>Sanhedrin Plot Jesus' Death</li> </ul>
Spring	<ul style="list-style-type: none"> <li>John the Baptist's Ministry</li> </ul>	<ul style="list-style-type: none"> <li>Passover</li> <li>Clears Temple</li> <li>Nicodemus</li> <li>Early Judean Ministry</li> <li>John Imprisoned</li> <li>Samaritan Woman</li> </ul>	<ul style="list-style-type: none"> <li>Heals Man by Pool</li> <li>Pharisee Discourse</li> <li>Questioned about Picking Grain</li> <li>Teaching Large Crowds</li> </ul>	<ul style="list-style-type: none"> <li>Travels to Bethsaida</li> <li>Feeds 5000</li> <li>Walks on Water</li> <li>Followers Drop Off</li> <li>Pharisee Opposition</li> </ul>	<ul style="list-style-type: none"> <li>Last Supper</li> <li>Arrest</li> <li>Trial</li> <li>Crucifixion</li> <li>Resurrection</li> <li>Great Commission</li> </ul>
Summer		<ul style="list-style-type: none"> <li>Heals Nobelman's Son</li> <li>Moves to Capernaum</li> <li>Galilean Tour #1</li> <li>Rejected at Nazareth</li> </ul>	<ul style="list-style-type: none"> <li>Appoints the 12</li> <li>Sermon on the Mount</li> <li>Galilean Tour #3</li> <li>Kingdom of God Parables</li> <li>Pharisee Opposition</li> </ul>	<ul style="list-style-type: none"> <li>Travels to Tyre-Sidon</li> <li>Heals Canaanite's Daughter</li> <li>Heal deaf man</li> <li>Feeds 4000</li> <li>Pharisees Ask for Sign</li> <li>Heals Blind Man</li> </ul>	
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## Matthew 28:16

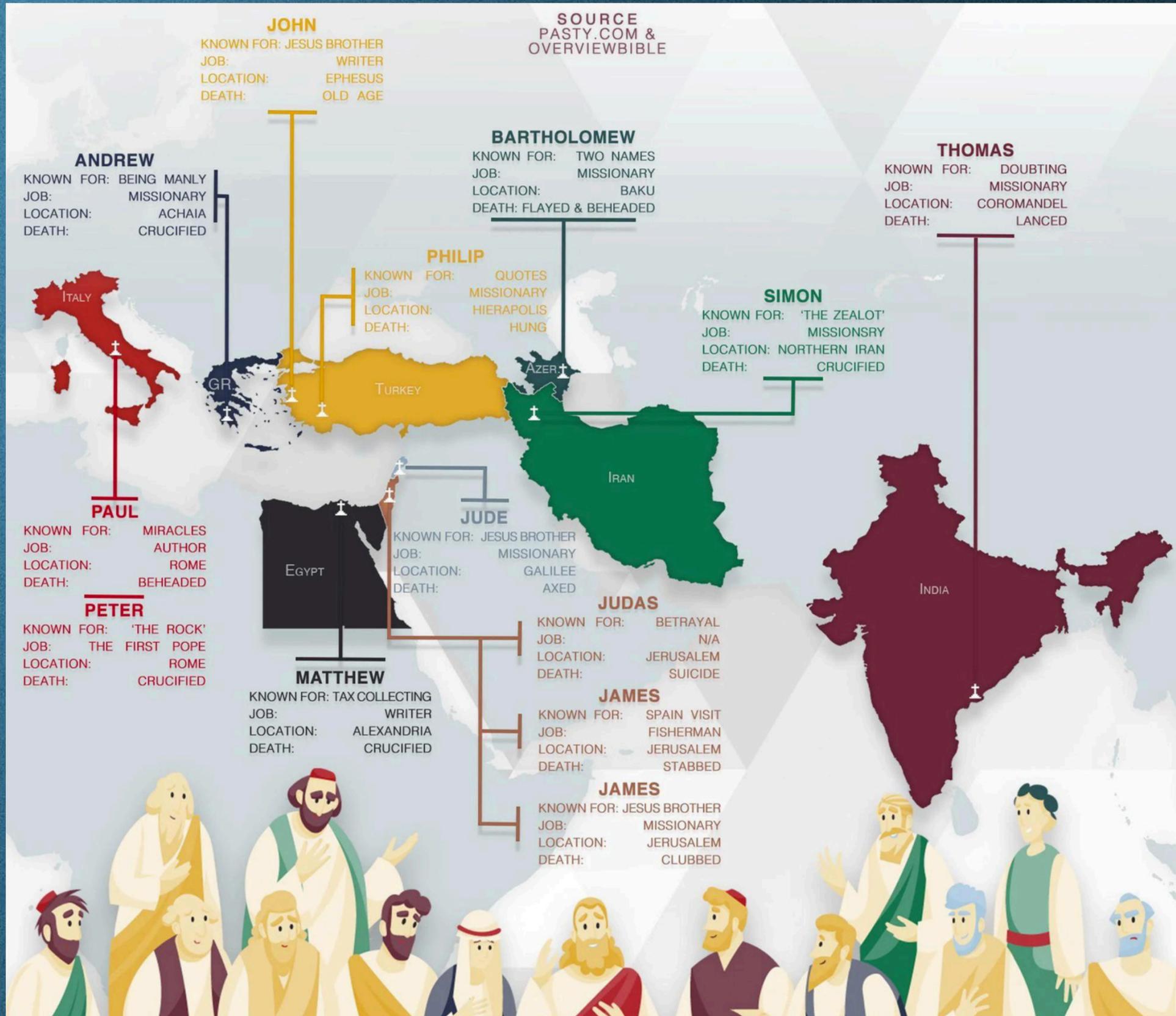
Then the eleven disciples went to Galilee, to the **mountain** where Jesus had told them to go.



## Matthew 28:19-20

"Therefore **go and make disciples of all nations**, baptizing them in the name of the Father and of the Son and of the Holy Spirit, 20 and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age."

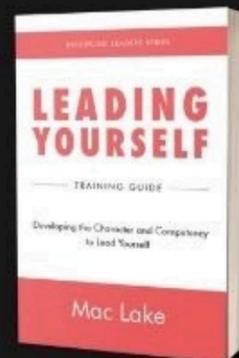
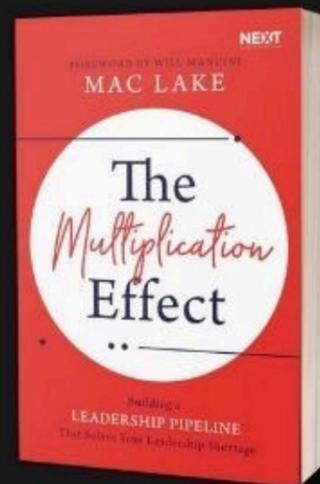




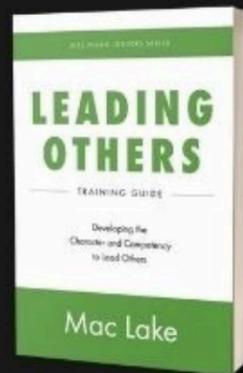
What happened to the disciples?

# GET THE STEP-BY-STEP PATHWAY TO DISCIPLE LEADERS

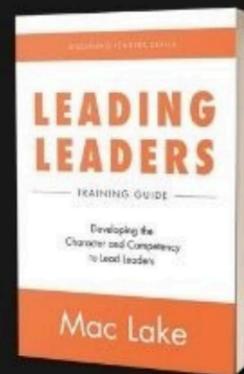
The *Leadership Multiplication Starter Kit* equips you with practical tools and strategy to develop leaders, foster discipleship, and build a scalable leadership pipeline for sustainable growth in your ministry or organization.



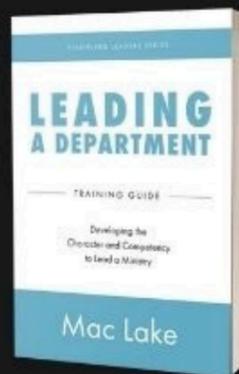
TEAM & GROUP MEMBERS



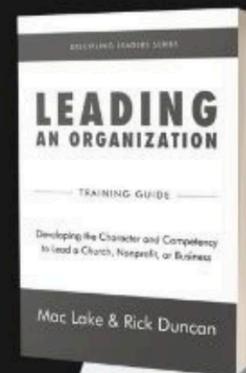
TEAM & GROUP LEADERS



COACHES & COORDINATORS



DIRECTORS



EXECUTIVES



# COHORT OPPORTUNITIES

Build an intentional pathway to multiply healthy leaders, raise up leaders from within, and create the infrastructure to plant churches.

Too many churches struggle to develop leaders, resulting in a shortage of capable leaders, which affects everything from *discipleship* to *evangelism* to *church planting* and *multiplication*.

Join a **Cohort** and discover how to build and implement a proven leadership development strategy for your church that *solves your leadership shortage and equips and disciplines leaders at every level*.



# GENERATIONAL LEADERSHIP

with *MAC & BRANDON LAKE*



# LET'S KEEP IN TOUCH!

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