

AWAKEN  
CHURCH COMMUNITY

# LEADERSHIP DEVELOPMENT

**Build To Multiply: How Awaken Develops  
Leaders At Every Level**

At Awaken Las Vegas, we believe leadership development is **intentional and layered**. To lead, shepherd, and disciple effectively across our multi-ministry organization, we equip leaders at every level – from staff to core leaders, team leaders, engage participants, and newcomers. This framework combines **biblical principles, practical systems, and disciple-making strategies** to ensure sustainable **growth and multiplication**.



# I. LEVELS OF INFLUENCE

Leadership and discipleship flow through five interconnected levels:

Level	Description	Focus
<b>Staff</b>	Ministry staff responsible for vision, strategy, organizational alignment, and developing leaders.	Leading the overall ministry, developing & empowering core leaders, strategic decisions, ensuring alignment across all teams
<b>Core Leaders Multipliers</b>	Highly capable volunteers or key leaders who directly lead teams or groups and disciple others.	Coaching, mentoring, multiplying other leaders, shepherding teams, executing the vision.
<b>Leaders (Group or Team) Disciple Makers</b>	Small group leaders or ministry team leaders who shepherd participants.	Coaching participants, disciple-making, alignment to mission.
<b>Engage Participants Followers of Jesus</b>	People actively involved in groups or serving on teams.	Engagement, growth in faith, contributing to mission.
<b>Congregation / Church Body</b>	All people attending services or involved in the church who may not be actively leading or in small groups.	Receiving teaching and ministry, engaging in worship, community involvement, responding to vision and mission.

# II. TIERED DISCIPLESHIP & LEADERSHIP STRATEGY

## A. Staff

- **Who:** Ministry staff leading vision, strategy, and organizational alignment.
- **Engagement:** 1-2x/month personal coaching or leadership development.
- **Focus:** Vision ownership, character formation, leadership multiplication.
- **Tools:** Leadership manuals, coaching, personal mentorship, leadership pipelines.
- **Biblical Pattern:** Jesus with the 12; Paul with Timothy and Titus.

## B. Core Leaders (Leaders of Leaders) - Multipliers

- **Who:** Key volunteers or coordinators who shepherd and develop group/team leaders.
- **Engagement:** Monthly or bimonthly coaching with staff, quarterly leader huddles, ongoing evaluation.
- **Focus:** Multiplying leaders, deepening character, aligning all leadership with vision and culture.
- **Tools:** Leadership manuals, coaching, assigned readings, evaluation metrics.
- **Biblical Pattern:** 2 Timothy 2:2 – Entrusting faithful men who will teach others.

## C. Leaders (Group or Team) - Disciple Makers

- **Who:** Small group leaders or ministry team leaders (12–20+ people).
- **Engagement:** Quarterly leader huddles, bimonthly one-on-ones, general training sessions.
- **Focus:** Shepherd participants, sharpen leadership skills, maintain mission alignment.
- **Tools:** Training nights, curriculum guides, leadership manuals.
- **Biblical Pattern:** Moses' structure in Exodus 18 (leaders of tens, fifties, hundreds).

## D. Engage Participants (Active in Groups / Serving) – Followers of Jesus

- **Who:** Individuals actively engaged in groups or serving on teams (100+ people).
- **Engagement:** Shepherded by leaders through discussion-based curriculum, serving opportunities, guided rhythms.
- **Focus:** Community, spiritual growth, mission-focused living.
- **Tools:** Group discussion guides, missional rhythms, spiritual practices.
- **Biblical Pattern:** Early church in Acts 2–6.

## E. Congregation / Church Body (Attendees / Fringe)

- **Who:** People attending services but not yet involved in groups or teams.
- **Engagement:** Invited to next steps: baptism, Live It, Discover Awaken, join a group, serve.
- **Focus:** Invitation, belonging, gospel clarity, integration into discipleship.
- **Tools:** FTV Cards, Connect, Next Steps, Assimilation Pathway.

# III. SHEPHERD THROUGH SYSTEMS

We cannot personally shepherd everyone, but we **empower leaders and use systems to multiply care:**

- Build rhythms and processes for coaching and discipleship.
- Equip leaders with tools, training, and mentorship.
- Align teams with unified language, vision, and mission.
- **Biblical Example:** Jesus used teams, rhythms, and systems (sending the 72, debriefing with the 12).

## IV. BIBLICAL FOUNDATION

Leadership development is anchored in Scripture:

- **Ephesians 4:11–13** – Equip the saints for ministry work.
- **2 Timothy 2:2** – Train faithful people to train others.
- **Acts 6:1–7** – Delegate care and ministry to advance the mission.
- **Mark 3:13–14** – Jesus called and trained the 12 to disciple and lead.

## V. LEADERSHIP DEVELOPMENT TOOLS

Leadership development is anchored in Scripture:

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<b>Tool</b>	<b>Purpose</b>
<b>Leadership Pipeline</b>	Clarifies growth expectations at each level.
<b>Quarterly Team Meetings</b>	Align leaders, share vision, celebrate growth.
<b>Annual Leadership Retreat</b>	Deepen community, cast vision, prepare for next season.
<b>Onboarding Docs &amp; Training Manuals</b>	Equip leaders with biblical and practical resources.
<b>Discipleship Journey Map</b>	Show individuals and leaders clear next steps.

# VI. AWAKEN LEADERSHIP PIPELINE

A clear pathway for discipleship, leadership development, and multiplication — from new believers to staff/pastoral leaders.

## Stage 1. Discipleship Journey

*"Follow me, and I will make you fishers of men." — Matthew 4:19*

- **Identity:** Follower of Jesus - Disciple | Goal: Grow in faith and understand Awaken's DNA
- **Markers:** Baptism, Live It, Discover Awaken, Join a Group, Serve, Begin Giving
- **Focus:** Being shepherded, learning Awaken's disciple-making approach, discerning fit for groups or service.

## Stage 2. Leader (Group or Team)

*"Let them also be tested first; then let them serve..." — 1 Timothy 3:10*

- **Identity:** Disciple Maker - Group/Team Leader | **Goal:** Lead through discipling and shepherding a group or team aligned with Awaken vision
- **Onboarding:** Vision document, role description, calendar & rhythms, group leader essential trainings
- **Core Training:**
  - a. Care & Counsel – Listening, guiding, spiritual/emotional support
  - b. Small Group Training – Leading discussions, fostering community
  - c. Leading Yourself – Spiritual practices, communication, conflict resolution
  - d. Crash Theology Course – Overview of core biblical doctrines
- **Focus:** Serve with excellence, shepherd participants, develop future leaders

## Stage 3. Core Leaders (Leaders of Leaders)

*"What you have heard from me... entrust to faithful men who will teach others also." — 2 Timothy 2:2*

- **Identity:** Multipliers - Core Leader or Coordinator | **Goal:** Shepherd and develop leaders
- **Development:** 1-on-1 coaching with staff, leadership reading, maturity evaluations
- **Core Training:**
  - a. Emotional Health & Family Dynamics
  - b. Team Leadership & Communication
  - c. ACTIVATE Training – Leading volunteer teams effectively
  - d. Biblical Counseling Level 2 – Provide spiritual guidance and care
- **Focus:** Multiply leaders, deepen character, align with mission and culture

## Stage 4. Staff Member / Pastor Development

*"Appoint elders in every town as I directed you." — Titus 1:5*

- **Identity:** Staff Member, Pastor, Ministry Leader, Care Shepherd |
- **Goal:** Prepare for vocational ministry at Awaken
- **Structure:** 12-month track, ministry rotations, assigned mentor
- **Core Training:**
  - a. Preaching & Teaching Mastery
  - b. Leadership in Organizational Context
  - c. Doctrine & Theology
  - d. Multiplication & Mentoring Leaders
  - e. Leadership Essentials
- **Focus:** Confirm calling, equip to lead teams and shepherd leaders, strengthen long-term ministry fruitfulness

## VII. SUMMARY

Multiplying Leaders & Discipleship at Every Level

- Invest in staff and core leaders—they are your multipliers.
- Coach and resource leaders to shepherd and develop others.
- Systematize care and discipleship with rhythms, tools, and processes.
- Unify teaching, mission, and next steps across all levels.
- Measure success by transformation, leadership multiplication, and mission ownership—not just attendance.

