



MY KINGDOM APPS · RESOURCES

LEADERSHIP DEVELOPMENT TRACK

A simple pipeline for raising up your next round of leaders —
core competencies, a readiness checklist, a coaching
conversation guide, and a growth plan template.

**“AND THE THINGS YOU HAVE HEARD ME SAY... ENTRUST TO RELIABLE PEOPLE WHO
WILL ALSO BE QUALIFIED TO TEACH OTHERS.” — 2 TIMOTHY 2:2**

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THE LEADERSHIP PIPELINE

You don't need a formal program to grow leaders — you need a clear picture of what the next step looks like, and someone willing to walk it with them.

01 VOLUNTEER

Shows up reliably, does their assigned task well, and is easy to work alongside.

Readiness signal: consistency over 2–3 months, without being asked twice.

02 TEAM LEAD

Owens a small team or a single project end-to-end — not just their own task, but the people around them.

Readiness signal: other volunteers already look to them for direction, formally or not.

03 MINISTRY LEADER

Develops other leaders, not just other volunteers — their success is measured by who they've raised up.

Readiness signal: at least one Team Lead can point to this person as who taught them.

HOW TO USE THIS

Most people move through these stages slower than you'd expect and faster than they'd expect of themselves. Your job is less about pushing people forward and more about naming what you already see in them.

CORE LEADERSHIP COMPETENCIES

Four things worth looking for — and worth naming out loud when you see them in someone.

C

CHARACTER

How they act when no one's watching, and how they handle being corrected. This one can't be taught quickly, and it matters more than the other three combined.

C

COMPETENCE

They can actually do the thing — run the project, lead the group, manage the logistics — not just talk about doing it.

C

CHEMISTRY

People want to be on their team. They build trust quickly and handle conflict without avoiding it or blowing it up.

C

CAPACITY

They have the bandwidth — time, energy, season of life — to take on more right now. Willingness isn't the same as capacity.

A NOTE ON SEQUENCING

Character and Chemistry are hard to fake and slow to build. Competence and Capacity can often be developed quickly with the right opportunity. When in doubt, promote for Character first.



LEADERSHIP READINESS CHECKLIST

Fill this out honestly before a promotion conversation — a mentor's perspective is more useful than the person's own self-assessment here.

NAME

CONSIDERING FOR

CHARACTER

- ☐ Takes correction without getting defensive
- ☐ Is honest, even when it's costly

COMPETENCE

- ☐ Has done this role, or something like it, well before
- ☐ Solves problems without needing to be told exactly how

CHEMISTRY

- ☐ Other volunteers already respect and enjoy working with them
- ☐ Handles disagreement directly, not through gossip or avoidance

CAPACITY

- ☐ Has realistic bandwidth for this role, given their current season of life
- ☐ Has said yes to more responsibility before without burning out

GROWTH CONVERSATION GUIDE

A simple structure for a 1-on-1 coaching conversation — aim for 30 minutes, on a regular rhythm, not just when there's a problem.

OPEN (5 MINUTES)

- "How are you doing, really — not just with this ministry, but in general?"
- Let them set the tone. Don't rush past a real answer to get to the agenda.

REFLECT (10 MINUTES)

- "What's felt life-giving lately? What's felt draining?"
- "Where have you grown in the last few months that you're proud of?"
- "What's a recent situation where you weren't sure how to handle it?"

LOOK AHEAD (10 MINUTES)

- "What's one thing you'd like to get better at?"
- "Is there a next step you're curious about, even if you're not sure you're ready?"
- Name something specific you see in them — growth, or potential, or both.

CLOSE (5 MINUTES)

- Agree on one concrete next step before you meet again
- Pray for them, specifically, before you part ways



PERSONAL GROWTH PLAN

Fill this out together, then revisit it at every Growth Conversation.

NAME

MENTOR / COACH

CURRENT ROLE

TARGET ROLE (IF ANY)

GROWTH AREAS

ACTION STEP

TARGET DATE

STATUS

NEXT CHECK-IN DATE