



RELA Emerging Leaders Step-by-Step Growth Guide

“Rising from Calling to Christ-Centered Leadership”

(Developing vision, character, and influence for Kingdom impact)

Phase 1: Discovery — Understanding the Call

Goal: Recognize that leadership begins with identity, not position.

Key Focus Areas:

1. **Spiritual Identity** – Know who you are in Christ.
 - *Scripture:* Jeremiah 1:5 – “Before I formed you... I appointed you as a leader to the nations.”
 - *Reflect:* What has God called me to do?
 2. **Character Inventory** – Evaluate integrity, humility, and teachability.
 - *Action Step:* List your top 3 strengths and top 3 growth areas.
 3. **Purpose Statement** – Write a 1-sentence purpose statement that defines why you lead.
 - *Example:* “I exist to develop leaders who serve with vision and humility.”
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Phase 2: Development — Learning to Lead Yourself

Goal: Build spiritual discipline and emotional maturity before leading others.

Key Focus Areas:

1. **Daily Devotion and Prayer Life** – Consistency creates credibility.
 - *Practice:* 20 minutes of prayer and Word daily.
2. **Time & Task Management** – Steward your schedule to reflect your priorities.
 - Use tools like RELA’s Weekly Planner and Priority Matrix.
3. **Accountability Partnerships** – Find mentors and peers who challenge you.
 - *Proverb 27:17* – “Iron sharpens iron.”

Action Steps:

- Develop a morning or evening leadership routine.
 - Identify one accountability partner.
 - Journal weekly about lessons learned.
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Phase 3: Discipline — Serving Through Obedience

Goal: Shift from “I want to lead” to “I’m willing to serve.”

Key Focus Areas:

1. **Servanthood** – Learn to lead from behind.
 - Volunteer in unnoticed areas.
 - Study *Mark 10:43–45*: “Whoever wants to be great must be your servant.”
2. **Faithful Stewardship** – Manage small responsibilities well before bigger ones.
 - Be excellent in administration, preparation, and follow-through.
3. **Relational Awareness** – Grow in empathy and understanding.
 - Listen more than you speak.
 - Practice encouragement daily.

Action Steps:

- Choose one weekly service role or ministry support task.
 - Evaluate how your actions reflect servant leadership principles.
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Phase 4: Development of Vision — Leading with Purpose

Goal: Begin turning calling into action.

Key Focus Areas:

1. **Vision Formation** – Define what you’re building or improving.
 - Write down: “*What problem am I called to solve?*”
2. **Goal Setting** – Set SMART goals (Specific, Measurable, Achievable, Relevant, Time-Bound).
 - Example: “Train 10 new volunteers in the next 60 days.”
3. **Communication Skills** – Learn to share your vision clearly and passionately.
 - Practice “Vision Casting” — communicate direction, not just duties.
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Action Steps:

- Complete a Vision Planning Worksheet.
 - Share your vision with a mentor for feedback.
 - Identify your “next 3 steps” of action.
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Phase 5: Deployment — Leading People and Managing Growth

Goal: Step into leadership roles with humility, clarity, and confidence.

Key Focus Areas:

1. **Team Building** – Learn how to delegate, train, and encourage others.
 - Build teams based on strengths and character.
2. **Conflict Resolution** – Handle issues with grace and truth.
 - Use Matthew 18:15–17 as a guide.
3. **Communication Rhythm** – Hold consistent meetings, prayer check-ins, and follow-ups.

Action Steps:

- Lead a small project or ministry initiative.
 - Conduct one reflection meeting after the project.
 - Request feedback from your team.
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Phase 6: Discipleship — Reproducing Leaders

Goal: Multiply leadership through mentoring and teaching.

Key Focus Areas:

1. **Mentorship Mindset** – Begin developing others intentionally.
 - Paul → Timothy model (*2 Timothy 2:2*).
2. **Empowerment** – Give others ownership and trust them with responsibility.
3. **Legacy Leadership** – Build systems and culture that remain after you.

Action Steps:

- Identify at least one person to mentor.
- Share your personal leadership story and lessons.
- Create a simple discipleship plan to guide new leaders.

Phase 7: Destiny — Becoming a Christ-Centered Servant Leader

Goal: Live and lead with the heart of Christ — influence through love and example.

Key Traits at This Stage:

- Leads through compassion, humility, and consistency
- Inspires others toward vision and purpose
- Practices spiritual authority rooted in submission to God

Scripture Foundation:

Philippians 2:5 – “Let this mind be in you which was also in Christ Jesus.”

Action Steps:

- Evaluate your leadership against Jesus’ example in John 13 (washing feet).
- Continue mentoring emerging leaders.
- Remain teachable — growth never ends.

Summary Path

Discovery → Development → Discipline → Vision → Deployment → Discipleship → Destiny

Each stage builds upon the previous — moving from **self-awareness** to **Spirit-led influence**.