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TRUTHS

THAT WILL SCALE YOUR

LIFE

— AND —

LEADERSHIP

BY KEVIN MOORE

9 Truths That Will Scale Your Life and Leadership

By Kevin Moore

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This ebook is dedicated to Pastor Bill Parks.

You were more than a mentor, you were a God's send. You modeled what it looked like to be a shepherd leader. You held me accountable to growing myself, not just my ministry. I miss our on one meetings, dreaming together, and discussing how we could raise true disciples of Jesus. I miss you, Pastor. Until we met again.

Forward:

What do we do when we try and fail?

You want to be a great leader. I know you do, or you would not have picked up this book.

It doesn't matter if you are leading yourself, your family, your team, or your organization, at some point, you are going to hit a lid. You are going to plateau. At some point, you are going to try and fail.

What do you do in those moments when what you have is just not enough? To discover the answer, let's take a look at a small portion of the life of one of the greatest leaders of all time. Let's look at the life of Moses.

In Exodus Chapter 5, Moses answers God's call to leave his job of forty years as a Shepherd in Median and go to Egypt to strive to free God's people. He meets with his brother Aaron. He meets with the Israelites, letting them know the plan. Now after 400 years of slavery, hope was rising in God's people once again.

Moses was on a mission. He had a clear mandate and knew what he was supposed to accomplish. However, when Moses took his first bold step and stood before the pharaoh, he failed. He failed in a big way. Not only did the Pharaoh say no to Moses' request to allow God's people to go worship the Lord in the desert. The Pharaoh got angry and punished the Hebrew slaves. Taking away all of the straw they needed to make bricks, but he did not reduce the amount of bricks they had to make. When the people complained to the Egyptian masters, the masters got angry, beating and even killing them.

The Hebrews came back to Moses, their leader. They were hurt. They were angry. They said to him, "The Lord look on you and judge you, because you have made

us stink in the sight of Pharaoh and his servants, and have put a sword in their hand to kill us." Then Moses left the people and in a private moment, cried out to God, "Oh Lord, why have you done evil to this people? Why did you ever send me? For since I came to Pharaoh to speak in your name, he has done evil to this people, and you have not delivered your people at all."

Moses had just gotten started with his initiative and he already had a major failure. The Pharaoh didn't listen and his people were against him. His failure, drove the fears that had been haunting him since the first day he accepted the position as "Leader" to come to the forefront ... "God did you call me? You've got the wrong guy. I don't think I can do this".

Leadership is not easy and failure comes even with even the highest of calls. We all know this. I am sure Moses knew this. But for some reason, it seems different when we are the ones who just tried and failed. Even though we understand when other people fail, we think that we should never fail. We should always succeed. It should be easier than this, for us. But the truth is, leading yourself, leading your family, or leading anything from where you are to the bigger and better days ahead, is never easy. Our journey to success in life and leadership will be littered with failures all along the way. So what do we do, when we try and fail? What do we do when it's not working? What do we do when deep inside of us we are convinced, "God got the wrong person in charge", and that person just happens to be us?

What do we do when we fail? We do what Moses did in Exodus Chapter 5. We keep walking into Exodus chapter 6. We face the Pharaoh again.

When we try and fail, we simply step into the next chapter of our journey and try again. That is why I've written this book. Like you, I have tried and failed in life and leadership more times than I have succeeded. There are so many seasons where I have plateaued and can't seem to go to a new level. In those moments of failure, in those moments where I realize that I've hit a lid, there are certain foundational truths

that I continually go back to. These truths help me recalibrate. They help me regain my footing. They help me begin to climb again.

Like Moses, maybe you are in one of those season right now. (If you are not, don't worry, you will be soon.) This book isn't written as a step-by-step guide to scale to more money, more people, more fame, or more fortune. The longer I live and lead, the less I believe in step one, step two step three processes.

This book is written to simply give you some principles that you can put deep in your heart and under your feet, in hopes that you will keep walking, keep striving, and keep trying. I believe, that if you let these principles sink into your heart and guide how you work with your hands, your life and leadership will go to a whole new level.

Enjoy the journey.

- Kevin Moore

Truth One:
**You are not God's gift to "what you lead",
"what you lead", is God's gift to you.**

Have you ever met someone who was an absolute tool? Sure you have. We all have. One thing that the "tools" of this world have in common is pride. Proud people think the whole world was made for them and revolves around them. Proud people may be successful for a season and in certain areas, but in the long run and the things that matter most, they will fall.

Mathew 23:12 records, "Whoever exalts himself will be humbled, and whoever humbles himself will be exalted". Jesus said that whoever exalts or lifts himself will be humbled. (Meaning, they will be put back down to a lowly position.) However, whoever starts at a lowly position and is humble will be exalted. (This means God will personally promote them and lift them.)

Look at the words written in 1 Peter 5:5. "Likewise, you who are younger, be subject to the elders. Clothe yourselves, all of you, with humility toward one another, for God opposes the proud but gives grace to the humble".

I remember reading this passage years ago and thinking to myself, "If there is one person in the world that I don't want opposing or working against me, it is God". If we are honest, we have to admit that many people (especially leaders) in America struggle with pride. If we have had some measure of success in one or two areas of life and leadership, we can be easily duped into thinking that we, in and of ourselves, have something really good even great to offer.

We can easily believe that we have something really good to say and that everyone should listen to us. It is so easy for us to begin to believe that we are God's gift to whatever it is we are leading. Not only is that a dangerous way to live and lead,

but it is also the furthest thing from the truth. Those prideful attitudes will be the very thing that causes us to fall in some way, not being truly successful in the future.

If we are prideful, we may succeed for a little while. Our department may grow, our business might scale, or our ministry may flourish. We may attract some leaders. Our organization may scale. We may even get some hits on our blog, or gain Twitter followers. However, and make no mistake about it if we lift ourselves in our own eyes or the eyes of others, God will make sure to pull us back down. Our leadership will not last. Unfortunately, I could give you names of at least twenty-five leaders that I've known personally, who lost their position in business and ministry, simply because they fell prey to the power of pride.

Please hear me. You need to understand this. "You are not God's gift to what you lead. What you lead, is God's gift to you". God has given you the abilities that you have. God has given you access to the budget that you receive. God has given you the extreme honor to stand and proclaim his word, lead your company, or be the head of your family. These are not things that you offer. These are not things that you've earned. These are gifts. They are opportunities that God himself has given to you.

I want to encourage you to do five things:

- 1 - Stay Humble.
- 2 - Be willing to start and stay in a lowly position.
- 3 - Be a servant to your leader and those in authority over you.
- 4 - Be a servant to your co-workers.
- 5 - Be a servant to the people that you lead.

You and I need to realize that, those moments where you and I are serving, are the moments where you and I are most like our creator. Philippians 2:5-11 says, "Have this mind among yourselves, which is yours in Christ Jesus, who, though he was in the form of God, did not count equality with God a thing to be grasped, but emptied himself, by taking the form of a servant, being born in the likeness of men. And being found in

human form, he humbled himself by becoming obedient to the point of death, even death on a cross. Therefore God has highly exalted him and bestowed on him the name that is above every name, so that at the name of Jesus every knee should bow, in heaven and on earth and under the earth, and every tongue confess that Jesus Christ is Lord, to the glory of God the Father".

Every day God gives you an amazing gift.

Every day God gives you the opportunity to be like Jesus.

Every day God gives you the opportunity to serve.

In our life and leadership, let's not be a tool. Let's not take credit for the things that God has given us. Let's be like Jesus and look for every opportunity to serve. We might be surprised by what happens when we do.

Humility is a characteristic that has the power to propel us past previous plateaus. Remember, you are not God's gift to what you lead, what you lead, is God's gift to you.

Truth Two:

Leading your home is your greatest calling.

Your greatest calling is not to lead your company, your church, or your community non-profit. The greatest calling you have is to lead your home. I know this may be something that you already know. I'm sure it is, however, knowing something is one thing, walking it out is something altogether different.

Here is what God instructs leaders in the church. (I know you may not be a leader in the church or even want to be, but stick with me.) In 1 Timothy 3:1-5, "The saying is trustworthy: If anyone aspires to the office of overseer, he desires a noble task. Therefore an overseer must be above reproach, the husband of one wife, sober-minded, self-controlled, respectable, hospitable, able to teach, not a drunkard, not violent but gentle, not quarrelsome, not a lover of money. He must manage his household well, with all dignity keeping his children submissive, for if someone does not know how to manage his household, how will he care for God's church?"

This passage of scripture talks specifically about the qualities and characteristics of a shepherd (pastor) of a local church. Shepherds are to manage their homes well and raise their children correctly. Because, if they can't manage their own house, how can they be trusted to manage what belongs to God?

I feel the overarching theme of this verse can very much be applied to any leader. As a leader, you are a shepherd. You are in charge of and oversee the flock of your family, company, class, or students. In the previous chapter we already established that everything you have belongs to God and you are simply stewarding his gifts, so if you as a leader cannot take care of your own family, how can you rightfully take care of the other gifts that God has put into your hands?

In I Timothy 5:8, we also read, "Anyone who does not provide for their relatives, and especially for their household, has denied the faith and is worse than an unbeliever". Scripture says anyone who does not provide for their family has denied the faith. God says this person is in worse condition than someone who does not yet know Jesus. These are some pretty heavy passages of scripture that clearly show us what happens at home is the greatest priority and calling of our life. Managing marriage, ministry, a department, or business, as well as raising a family is a really tough juggling act. However, it is just a matter of keeping our priorities straight.

God.

Spouse.

Kids.

Organization.

In this order.

The most important thing God has asked you to lead is your family. Shine God's love into them. Sacrifice for them. Spend time with them. Mentor them. It does not do much good to take care of everyone else if we don't first take care of our family. How we lead others should come out of the overflow of how we are leading our family.

Several years ago I was being interviewed at a conference and they asked me, "Kevin, what does a great ministry or career look like to you?" I paused for a second and said, "To me, a great ministry looks like this: Every night when I go to bed and lay beside my wife, I close my eyes and ask myself three questions.

1 - Did I do something today to make HIM smile?

2 - Does my wife know that she is loved and that she can trust me?

3 - Was I the father that Jordan, Logan, Mikayla, and Lilly needed me to be?

If the answer to those three questions is yes, not only was it a good day, but I have a great ministry. I am leading the way God intended me to lead.

Leading well is not measured by the size of the crowd.

Leading well is sitting on the couch talking about faith with your family.

Leading well is not butts in the seats, bucks in the bank, or an increase in profits.

Leading well is modeling for your children what it looks like to be a person of Godly character.

Leading well is not writing books or blogs.

Leading well is reading bedtime stories to your little girl at night.

True leadership flows from the inside out.

True leadership starts in the home. Because leading your home is your greatest calling.

Truth Three:
Don't climb the leadership ladder, burn it.

Let me tell you a little bit about my leadership journey. I spent 8 years of my ministry life serving as a volunteer Youth Pastor at small rural churches in Northern Indiana. I worked as a draftsman at a local home builder to provide for my family, but for years I had dreamed about becoming a full-time Youth Pastor.

If I were full-time, I would get to take my teenagers to camp, retreats, and conferences. I would get to hang out with other full-time Youth Pastors and learn from them. I was so excited about one day being "full-time".

In the year 2000, Trinity Assembly of God, the Church that my wife and I had been serving in as volunteers for 4 years was financially able to bring me onto a full-time staff position. I was so thankful to Pastor Bill Parks and the church board for taking a leap of financial faith. The Church was about 150 people in a community of only 4,000, so to hire a full-time Youth Pastor was a big step. But they took the chance and I was finally an official "Full Time Youth Pastor".

That summer I finally had the chance to take my small group of teenagers to our denomination's summer camp. I was looking forward to going to camp with my youth, but more importantly, I was looking forward to sitting down and asking some veteran youth guys some questions. I was so hungry to grow! I arrived at camp with a notebook that had a list of Youth Pastor's names written in it that I wanted to learn from during the next five days. I was the new guy from a small church and small town. I had only brought a few kids to camp, but I was ready to learn.

I will never forget coming up to one of the big-time veteran Youth Pastors at the camp as he was walking down the road. I ran up to him and said, "My name is Kevin Moore and I was wondering if I could set a time this week to sit down and ask you a few

questions about ministry. You have about 200 in your group and I would love to learn from you." The Youth Pastor looked at me with an uninterested look on his face and replied, "Walk with me and ask me your questions while we are walking." I felt like a little kid, but this was the only chance I would get, so I asked him a few questions while we walked down the road. He never stopped. He never looked at me. He never gave me a sincere answer. I felt like I wasn't worth his time. I was the little guy from a little town. He was the big guy that was helping run the camp. He was farther up the ladder than I was. He was too busy to give me any of his time.

Over the next few days, I tried to meet with the other Youth Pastors on my list. All of them, except one, gave me the same type of response. "Walk with me while we talk." "Sure, I have 5 minutes." Some just flat-out replied, "Maybe later, I have to be somewhere right now." All of these leaders were at larger churches than I was. All of these leaders had a much higher position than I did in the denomination. All of these leaders were too busy for the new guy, from the little town, with only a few kids in his group.

The next year, our student ministry exploded. We grew from a few students to 200 in a year. That next summer when we went to Camp, not only were we one of the largest groups at camp, we were one of the largest Youth Ministries in the state. I was blown away when I arrived. Those same guys that would not give me the time of day the previous summer, now were coming up to me asking, "Where are you sitting for lunch Kev? Why don't you sit with us? Hey Kevin, can I have a few minutes with you after service, I wanted to talk to you about some ministry ideas that I have." I was shocked. I wanted to ask them, "Hey bro, you did not have time for me when I was the little guy at the totem pole, why in the world do you have time for me now?" (Of course I did not do that, but I sure felt like it).

If there is one thing that I despise in leadership it's "The Ladder". My advice for you is, Don't climb the "Leadership Ladder", burn it! Through the years, I guess in some

ways, I have been at the "bottom" of the proverbial ladder and I guess in some ways I've been near the top.

Here are a few things I've learned firsthand about the leadership ladder.

1 - The view at the top is not what you thought it would be.

When you climb the ladder and get that promotion, accept that job at the bigger place or dream corporation that everyone you know would die to be at, you will quickly see, that the view is a lot different than what you thought it would be. You still have to go home every night. You still have to pay the bills. You still have to do meetings, deal with people, and raise your kids. Life is not all that different a few rungs up on the ladder.

2 - Someone always has a taller ladder.

If you climb the ladder and become full-time at a church, someone else has a bigger church. If you climb the ladder and get that position at work, someone else has a better-paying position. If you climb the ladder and know a great leader personally, someone else has a bigger name, larger ministry, or has a more recognized leader than the one you are now friends with.

The view is never what you think it will be at the top of the ladder. Someone always has a taller ladder. Because of this grab a match and burn the leadership ladder! Here are three passages to memorize that will help you put your heart into what God has placed in your hands, and stop caring about what rung you are standing on.

Colossians 3:23 states, Whatever you do, work heartily, as for the Lord and not for men.

Whether you are full-time, part-time, or a volunteer do what God has placed in front of you with all of your heart specifically for God and his attention. Don't focus on who is watching. You do what you do and focus on doing what you're supposed to do.

1 Timothy 6:6 states, But godliness with contentment is great gain.

What if you were simply content with doing what HE has currently given you to do? Instead of trying to do more, why not start by striving to do what you do, but better? Philippians 2:3 states, “Do nothing from selfish ambition or conceit, but in humility count others more significant than yourselves”.

Why do you want to serve?

Why do you want that position?

Why do you want to lead? What are your motives?

Is your motive to gain the attention of others?

If you are in ministry, is your motive to get on the speaking circuit? If you're in business, is your motive to stay where you are until a better gig comes along? What is your motive for what you are doing?

There is such great joy that comes from putting your head down and putting your heart into the things that God has already placed in your hands. Don't worry about climbing the ladder. Do what HE gives you the best you possibly can and when it comes time for a promotion, God will take care of that.

Truth Four:

Don't despise the days of small beginnings.

Zechariah 4:10 states, "Do not despise these small beginnings, for the Lord rejoices to see the work begin".

A few years ago, my Father retired after serving 30 years as a Senior Pastor. The very first church he led, was County Line Assembly of God in Nappanee, Indiana. When Dad became the pastor, there were around 70 people that attended the service each weekend. Dad spent years working a full-time job all the while pastoring the church. To be honest the church grew but it never "exploded" in numerical growth. After serving for ten years as the Pastor, County Line had grown to around 150 in weekend attendance. That is not "big" by any numerical standards, however, what God did with this small church during these ten years was only the beginning.

Out of this little country church that never had a huge name, God did incredible things. There are at least ten individuals, including my brother and I, who are pastoring and leading in ministry today and attended the County Line Assembly of God church. Out of those ten, thousands have been reached with the good news of Jesus Christ. I am so glad I had the opportunity to watch my father walk out Zechariah 4:10. He did not despise the days of small beginnings. He did what God wanted him to do. He rolled up his sleeves and did the work in front of him. Through the years, I have taken the example that I learned from my father and tried my best to apply it to my life. I never despise the days of small beginnings. I embrace them!

When I served as my father's volunteer youth pastor we embraced our small group of teenagers, trained our small group of leaders and before we knew it we were reaching 60 teenagers at a Church of 150.

When I served as the youth pastor at Trinity Assembly of God in a small rural community of only 4,000 people, we embraced our small group of 15 students, we cast vision to our 2 volunteers, and before we knew it we were ministering to 240 teenagers and had a team of 35 volunteers serving every Wednesday night.

When God called us to leave Trinity and start serving at Madison First Assembly, a church that only had 30 teenagers attending, we embraced what we had. We did what we could. We rolled our sleeves up and did the work that God had set before us. In two years that group of 30 students grew to over 350 every week and we had a team of 65 incredible volunteers.

Now to some reading this, the numbers I am giving you seem big, but to others, numbers like 100, 65, or 240 seem very small. If you stop and think about it, though, small is hard to define. What is small? What is big? To the church with 50 people, my father's church of 150 was big. To the Church with 150 people, 500 is big. But the church with 2000 in attendance, sit in meetings and talk about "back in the day" when they were small and only had 500 people attending.

So what is big and what is small?

Here is the correct answer to that question ... who cares!

No matter the size of the ministry, the business, or the department that you are currently leading, if it is small by someone else's definition, so what? Don't despise the fact that what you have, is smaller than what another leader has. Embrace it. Roll up your sleeves and do the work that God has placed in front of you!

There are three pieces of advice I want to give you on this subject.

First: Start where you are and let the work begin.

What do you have in front of you? Do it. Stop complaining about what you don't have and start using what you do have. God will take care of the rest.

Second: Stop caring about who is watching you and start caring about what is in front of you.

If we spend as much time working on what we have to do as we spend on trying to get people to watch what we are doing, our ministries, our departments, and our business would explode.

Social Media is such a great tool, but it is also a thief. Social Media consistently steals the two things we need most in leadership: time and focus. If you spend your time focusing on the tasks in front of you, people will begin to notice. (And even if they don't, who cares, you are still making the world a better place).

Third: Humility, desire, and hard work are free.

It doesn't take a big budget to be humble. Serving at a larger organization won't make you want to work harder. You don't have to wait until you live in a big city to start working hard now. You may not have money, you may not have fame, and you may not live in a large city, but you can always be humble, hungry, and hard-working.

Truth Five:

A servant's heart will take you further than you ever dreamed.

When Veronica and I started attending Trinity Assembly of God, we had already been volunteering as youth pastors at my father's Church for several years. To be honest, we were ready for a break. We just wanted to find a church to attend and be a part of. We did not feel like continuing in youth ministry or leading in any way at the church.

After attending Trinity for about a month or so, something started welling up inside both my wife and me. We had this desire to serve, to help, to do something, to do anything, for the Church. It just so happened that Pastor Bill Parks (the Pastor of Trinity) and his wife Esther had invited us over to their home for a BBQ. Veronica and I decided that at some point in the evening, we would talk to them about how we had been feeling.

After dinner, Pastor Parks and I went to the living room, we sat down and I said, "Pastor I was wondering if there was anything that I could do for the Church. We have been attending for a little while, we want this to be our home Church and I was thinking maybe I could mow the yard, do janitorial work, or help out in some way." Pastor looked at me with a big smile and said, "Well Kevin, I've been thinking I need your help as well. We do not have a youth leader and I was wondering if you would like to help out in the Youth Ministry. We know you were a youth pastor before joining us and I just wanted to see if you wouldn't mind helping out." Veronica and I jumped at the chance to serve again and quickly said yes!

A few weeks later Pastor Parks held a meeting with myself and another gentleman in the Church. For this book, we will call this gentleman "Fred". As Fred and I sat in Pastor's Office, explained that he did not know either one of us very well and was not willing to make one of us the leader over the other. So he told us that we would be a

two-man leadership team. Pastor said, "Kevin, you will speak one week and Fred, you will speak the next." We both agreed on the speaking schedule and what we would do to work together and started planning for that week's youth service.

The first week was my week to speak. I showed up prayed and prepared to share what God had laid on my heart. I did the best I could and we had a good time that night. The next week was Fred's week to speak. We all showed up on time, but Fred was not there. About 20 minutes later, we realized Fred was not going to show up that night at all, so I stood up and spoke a short message off the cuff to the 10 or so young people who were in attendance.

The next week was my week to speak again, and Fred never showed up. He never showed up again. He just quit. He had other things going on and felt like he was not able to serve. Pastor Parks met with me soon after and said, "Well Kevin, Fred is not going to be able to help lead alongside you, so if you want the position, you can be our Volunteer Youth Pastor." I said, "Count me in, I would love to serve."

From 1996 to 2003 I was the Youth Pastor at Trinity Assembly of God. Wow, what an incredible time! I got to lead an amazing group of young people. I got to be hired full-time by the Church. We got to be a part of 3 building projects for the youth ministry, led over 500 young to Jesus, and began to speak around the country training leaders and their teams.

Looking back on it, I can honestly say it was an amazing journey! A journey that I got to be a part of not because I was gifted, talented, or more called than anyone else. I got to be a part of Pastor Bill Parks life and also lead that student ministry, simply because I showed up! I was willing to serve.

One of the lessons that I have learned through the years in life and leadership is, that a servant's heart will take you further than you ever dreamed. We see this in the life of Jesus.

Let's take a look at Philippians 2:5-11 where Paul writes, "Have this mind among yourselves, which is yours in Christ Jesus, who, though he was in the form of God, did not count equality with God a thing to be grasped, but emptied himself, by taking the form of a servant, being born in the likeness of men. And being found in human form, he humbled himself by becoming obedient to the point of death, even death on a cross. Therefore God has highly exalted him and bestowed on him the name that is above every name, so that at the name of Jesus every knee should bow, in heaven and on earth and under the earth, and every tongue confess that Jesus Christ is Lord, to the glory of God the Father."

In this passage, we see a model for success in life and ministry. Jesus was God himself, but he did not think that being God or having a position of authority (leadership) was something to be held onto, so he humbled himself and took on the form of a servant. He did what His leader asked him to do. He put on human flesh, he lived a perfect life, and he died a brutal death on the cross. Because Jesus served his leader (God), his leader promoted him to a name that is greater than any other name.

When we live the way Jesus lived, what happened to Jesus will happen to us! When we don't think that having a position of authority or leadership is something to be held onto for our gain; we humble ourselves and serve. Usually through the form of the leader we are serving, will promote us to a position, a place, a life that is greater in some way, than we ever imagined.

I know this to be true from first-hand experience. I am not that gifted. I am not a great speaker or administrator. However, as I look back at my life I cannot believe the opportunities God has given me. I have found that simply walking into every room and thinking to myself, "How can I serve?" has changed my life. I know the same will be true for you!

This week look for opportunities to serve.

Opportunities to serve your spouse.

Opportunities to serve your children.

Opportunities to serve your leader.

Opportunities to serve your team.

Opportunities to serve other areas of your organization.

When you have the chance to serve, take it, because a servant's heart will take you further than you ever dreamed.

Truth Six:

Bigger isn't better, better is better.

There was once a young man in Junior High School who was five feet two inches tall. However, at 12 years old he hit a growth spurt like none other. In 12 short months, he sprouted up 12 full inches, growing from five feet two inches to six feet two inches. As you can imagine the basketball coach was looking forward to him being on the basketball team. I mean how many times do you get to coach a six feet two inch 13 year old junior high basketball player?

This young man went out for basketball. He was tall he towered over everyone else on the team. However, there was a problem. He had grown tall fast, but he was not good at playing basketball. He could not shoot the ball. He could not dribble very well. He was really slow and extremely clumsy.

The young man was bigger than everyone else, but he was not better than anyone else. The players that were seven and eight inches shorter than him had skillsets that were much more developed in the sport. He had not grown into his body yet. The young man sat on the bench most of the year and did not get to play that often. Leading is a lot like this basketball player. Bigger is not better. Better is better! God is not nearly as concerned about the size of what you lead, as he is about your love of obedience to Him.

In the book of Acts, we see that Philip was experiencing a huge revival in the city area of Samaria. Scripture records in Acts 8:4-8 the Bible records, "Now those who were scattered went about preaching the word. Philip went down to the city of Samaria and proclaimed to them the Christ. And the crowds with one accord paid attention to what was being said by Philip when they heard him and saw the signs that he did. For unclean spirits, crying out with a loud voice, came out of many who had them, and many who were paralyzed or lame were healed. So there was much joy in that city".

Philip's ministry was growing larger and larger every day. People were being healed and coming to Christ. His influence was expanding and he was on his way up. However, in the middle of this expansive growth of the kingdom and Church is where we pick up the story found in Acts 8:25-39, "Now an angel of the Lord said to Philip, "Rise and go toward the South to the road that goes down from Jerusalem to Gaza."

This is a desert place. And he rose and went. And there was an Ethiopian, a eunuch, a court official of Candace, queen of the Ethiopians, who was in charge of all her treasure. He had come to Jerusalem to worship and was returning, seated in his chariot, and he was reading the prophet Isaiah. And the Spirit said to Philip, "Go over and join this chariot." So Philip ran to him and heard him reading Isaiah the Prophet and asked, "Do you understand what you are reading?" And he said, "How can I unless someone guides me?"

And he invited Philip to come up and sit with him. Now the passage of the Scripture that he was reading was this: "Like a sheep he was led to the slaughter and like a lamb before its shearer is silent, so he opens not his mouth. In his humiliation, justice was denied him. Who can describe his generation? For his life is taken away from the earth." And the eunuch said to Philip, "About whom, I ask you, does the prophet say this, about himself or someone else?"

Then Philip opened his mouth, and beginning with this Scripture he told him the good news about Jesus. And as they were going along the road they came to some water, and the eunuch said, "See, here is water! What prevents me from being baptized?" And he commanded the chariot to stop, and they both went down into the water, Philip and the eunuch, and he baptized him. And when they came up out of the water, the Spirit of the Lord carried Philip away, and the eunuch saw him no more, and went on his way rejoicing".

Philip was experiencing an incredible revival. Numerical and spiritual growth was happening all around him. Right in the middle of him receiving everything he had probably dreamed about, God asked Philip to leave the crowd and go minister to one person in the middle of nowhere. To God, bigger is not better. Obedience is what He is after.

Here are four signs you are more concerned with getting bigger rather than better:

- 1 - The first thing you check at the end of every event is your numbers.
- 2 - You pad your numbers. Rounding up so that the report looks a little better.
- 3 - When numbers are up, you feel like you're succeeding. When numbers are down you feel like a failure.
- 4 - You've taken photos of your service, meeting, or product with just the right angle to make it look much fuller, much bigger, and much better than it is.

Jesus said to go and make disciples out of the nations, not do whatever you have to do to fill up the chairs in your room. For those reading this book who are leading a ministry, having a full room is awesome, but God's goal is more about full hearts, than full chairs.

When you are developing your game plan and defining your definition of success, don't fall for the trap of trying to get bigger, simply work on getting better, and bigger will take care of itself.

Truth Seven:
Mission + Trust = Success

A couple of years ago I was sitting in the office of my friend and mentor, Pastor Dave Engbrecht. Dave pastors Nappanee Missionary Church and has been at NMC for more than 35 years. Under his leadership, the church has grown to where it has a local, regional, and global impact. All are based out of a town of only 6,000 people.

One of the things that I respect about Pastor Dave is the fact that his staff has been with him for several years. Now, when I say several years, I don't mean ten or twelve. No, that's not even close. At the writing of this book, three of Daves's executive pastors have been with him for more than 30 years and his youth pastor just celebrated his 20th year at NMC. For those of you in the church world you know, that is amazing! That just doesn't happen.

As you can imagine, I talk with Dave as much as I can. One day, after hanging out and catching up for a bit, I began to plug away at the list of questions that I had written in my notebook. He answered questions about prayer, message prep, stewarding church finances, and much more.

When we stepped into the topic of mission, vision, and values, Dave said something that I will never forget. "Kevin," Dave said, "A great mission is good, but nothing lasting will happen where there isn't trust. If you have a clear mission and a high trust level on the team, you will accomplish almost anything. However, if you have a strong mission, but the team doesn't really trust each other, the friction will cause fractures and you will not be together long enough to accomplish anything of value. Mission combined with trust is the key to lasting success".

Wow, those few sentences were life-changing for me. I took what Dave said to heart and began to meditate on his words. A few weeks later in a team meeting, we took the words of pastor Dave and broke them down into a few math equations.

Clear Mission + High Trust = Success

Clear Mission + Low Trust = Failure

No Mission + High Trust = Having fun but going nowhere

Let me throw you a few questions based on these equations.

Questions about Mission:

What is the mission of your organization?

Is the mission in the DNA of your team or is it just a sentence on a plaque somewhere? Why are you passionate about it?

What do you do to release your vision and mission to new people coming onto your team?

What do you do regularly to keep the vision and mission in clear focus for your team?

Questions about Trust:

Do you trust the members of your team?

When a task is given do you wonder if they are going to see it through?

When you see them talking with other people, do you wonder if they are talking negatively?

Have you ever had to have a tough conversation? How did they respond?

Do you have true open communication with each other?

Is there a facade that has been erected relationally?

Do things appear open, but in truth conversations that dig down into real issues never take place?

Does your team trust you?

How quickly do you model forgiveness?

What do you do to build trust with the members of your team?

I am not a very patient person. I want things to happen now and when they don't happen quickly, I tend to move on to something that will. Through the years, I have discovered in my leadership journey as well as watching and learning from others, that developing a strong mission and direction takes a lot less time than building trust between the team members that will run with it.

I have decided to take Pastor Daves's advice. I am going to put my heart into the people that I am running the race with. I am going to love them, honor them, be patient with them, correct them, and forgive them, in hopes that they will do the same to the same with me. It will probably take several years, but I think that is the whole point.

Truth Eight:

Your job is to train someone else to do the work.

Five words that you need to have burned into your heart as a leader are:

1 - YOU

2 - ARE

3 - NOT

4 - THE

5 - HERO

"You are not the hero."

You read that right, you are not the hero! In the ministry world that I am in, most of the leaders that I have known (including myself) struggle with doing too much. We are the "Vision Caster," the "Room Setter Upper," the "Volunteer Coordinator," the "Graphic Designer," the "Announcement Guy," the "Van Driver," the "Activities Coordinator," the "Worship Leader", and over "Follow Up". Even if you are not leading in a church context, my guess is, that you've seen and struggled with the hero syndrome in your leadership lane as well.

We do too many things because we think there is no one else to help and we think we can do it all better than anyone else. The hero complex causes us to think, "There are all of these things that need to be done and I am the only one who can do them." That is the farthest thing from the truth!

Your job as the leader is not to be the hero and do all of the work that needs to be done in the organization. Let's look at what the scripture says.

Ephesians 4:11-14 And He gave the apostles, the prophets, the evangelists, the shepherds, and teachers, to equip the saints for the work of ministry, for building up the body of Christ.

Did you catch that? As a leader in the body of Christ, God gave you to the Church not to do the work of the ministry, but to equip the Christ followers around you to do the work of the ministry. I know it sounds crazy, but your job as the leader of whatever department, business, or area you oversee, is not to do the work, but to train someone else to do it.

Paul goes on to say, that we are to equip others for the work of the ministry so that, "...we all attain to the unity of the faith and the knowledge of the Son of God, to mature manhood, to the measure of the stature of the fullness of Christ, so that we may no longer be children, tossed to and fro by the waves and carried about by every wind of doctrine, by human cunning, by craftiness in deceitful schemes."

The reason we are to release others to do the work is not because we are lazy and don't want to do anything. No, the reason we train others is so they will grow in their life journey. Serving the vision of the organization or church they are in, will help them become stronger in their faith, family, and every facet of their life.

These principles are leadership principles not just spiritual ones. What I just wrote for the leader serving in the church world, is just as applicable in your family, sales department, small business, or organization. Through the years, I have learned this the hard way.

Here are a few lessons I've personally discovered about why doing the work myself is not a good idea.

1 - When I do the work, I will run myself into the ground.

Years ago, I played the role of the hero. I taught the Youth Sunday School Class every Sunday. I set up the room every Wednesday. I planned the calendar and all the activities of the year. I spoke every Wednesday Night. I followed up with all of the students, called all the parents, and even helped on the worship team. I was the Hero. I was a miserable, stressed-out, underachieving Youth Pastor.

I found out that when I begin to cast vision, properly delegate, and release others to do some of the things that need to be done, not only are they fulfilled, but I am less stressed out and tired.

2 - When I do all of the work, I keep someone else from finding their place.

For the first four years at Trinity Assembly of God, I was the hero and did most of the work. However, I wanted to go to the next level in ministry, so I started focusing on building a team. I am so glad I did. Leslie Zimmerman had been attending the church for some time. She was a bank teller, and she loved numbers, spreadsheets, and keeping track of information. We wanted to start a weekly Cafe for the Youth Ministry, so I asked Leslie to lead the team. She said yes and loved it. Leslie found her place and served in the student ministry for several years.

Joe Vargas and his 3 sons were all musicians. We wanted to start having a real worship team, so I stepped down from the worship leader position in the Youth Ministry (I think everyone was glad of that) and invited Joe and his boys to take over. They all said yes! We had not only gained a worship team, but Joe's sons found their place in the church. Joe Hoffmeister had a passion for technology and started running sound. Gene Teel and Brian Shepherd were coaches and started helping us develop student leaders. Conley Owens loved camping and cooking, so he was our camp cook at our yearly beach camping trip.

I could go on and on, but the point is, when I stepped aside and let others do the work, it was not work for them. By serving and doing something they already loved to

do, they became fulfilled. They found their place. If I would have kept doing everything that needed to be done, I would have robbed them of the joy of belonging.

Delegation is one of the greatest tools to release you to do what only you can do because it gives others a chance to do what they love to do. Go to a new level of leadership. Train someone else to do the work.

Truth Nine:

The Bible is the greatest leadership book ever written.

One of the greatest mistakes I made early on in my leadership journey was reading "man-made" leadership books at the expense of not reading enough of the Bible.

I spent about four years reading every leadership and management book I could find. I spent hours every week studying and applying the words of John Maxwell, Andy Stanley, Jack Welch, and Rudolph Giuliani. I read Christian books. I read secular books. I read books written specifically for the church world. I devoured books written to improve leadership, business, sales, marketing, and more.

I was sitting at the buffet bar of knowledge and loving it. However, a few years ago, I started a journey looking through the books of the Bible for leadership nuggets and truths that I could apply. Now, I look at my Bible which is full of highlights and notes of the day-to-day lessons I've learned while pouring through it. I realize that I cheated myself as well as the teams that I lead, by only reading the words of men on the topic of leadership when I could also have been reading the words from the one who created those men.

I love leadership and the great leaders of our generation and times past. I have to say that, John Maxwell is really good, but the Apostle Paul has a little higher leadership lid. Rudolph Giuliani led effectively through tough times, but how Moses led the Children of Israel was revolutionary. Jack Welch took General Electric and turned it into an example of how to run a business, but Jesus took 12 rag-tag men and changed the course of human history. The men and women that history records in the pages of scripture have so many things they can teach us if we will simply read their stories.

II Timothy 3:16-17 says, "All Scripture is breathed out by God and profitable for teaching, for reproof, for correction, and for training in righteousness, that the man of God may be complete, equipped for every good work".

The Bible is the greatest leadership book ever written. Its pages will teach us tough lessons, correct us when we screw up, and train us to be able to accomplish every good thing we are called to do.

I want to encourage you to grab a pen, a highlighter, and a notebook. Sit down every day, at your desk, and dive into the pages of scripture. You will discover what people like Abraham, Joseph, Joshua, Esther, Nehemiah, James, Peter, and Jesus did in their day, and will begin to empower you to thrive in yours.

Final Thought:
God has more for you. Go get it.

I hope that you have not only enjoyed this book but that it has given you some things to think about and hopefully apply. I do not doubt that God has destined you for greatness. I know that Jesus Christ did not die on the cross and rise from the dead for you to be mediocre. He died on the cross and defeated death, hell, and the grave so that you could be free. Free to shine a light so brightly in your family, your business, your ministry, and your community that others will see your good works and glorify Him as well.

This is a very short book, so take the time to go back and look at one or two chapters that stuck out to you. Begin to apply them. Pushing past the wrong thinking that has kept you plateaued for so long.

God has more for you.

Go get it.

About Kevin Moore:

Kevin's heart is to help leaders lead better. He serves as the Pastor of Noble County Community Church, the Multiplication director of the Missionary Church North Central Region, as well as the director of RV Community for Christ.

Kevin has written seven books and has developed training systems to empower business owners, managers, and their teams to more effectively lead themselves, their families, and their teams. He and his wife Veronica have four incredible children as well as three grandchildren. To contact Kevin, email him at growmoore.org.