

# ROOTED & REACHING

COLOSSIANS 2:7

SAMUEL GRIMES ACADEMY

PART ONE

# Dr. Roger Green, Sr.

## Founder | Pastor | Community Leader

Dr. Roger Green, Sr. has dedicated over 40 years to ministry leadership within the Greater Charlotte Area. His profound vision led to the establishment of Prayer Deliverance Ministries, Inc. He is also a respected motivational speaker, notably recognized by the U.S. Department of Health & Human Services for his invaluable insights and contributions to marriage and family enrichment.

Committed to lifelong learning, Dr. Green's extensive educational background includes a Juris Doctorate from Atlanta Law School, a B.S. in Technology from Appalachian State University, an AAS in Business Administration from CPCC, and comprehensive Religious Studies from Aeon Bible College. He is an ordained and has serving faithfully within the Pentecostal Assemblies of the World, Inc. (P.A.W.).

Beyond his ministry, Dr. Green has significantly impacted the community as the founder of the Metrolina Ministerial Alliance and the owner of Angels Christian Academy in Charlotte, NC. He shares a joyful life with his beloved wife, Dr. Connie Green, and is a proud father of three, a devoted grandfather of six, and a blessed great-grandfather of two.



# Colossians 2:6-9

**6 As ye have therefore received Christ Jesus the Lord, so walk ye in him:**

**7 Rooted and built up in him, and stablished in the faith, as ye have been taught, abounding therein with thanksgiving.**

**8 Beware lest any man spoil you through philosophy and vain deceit, after the tradition of men, after the rudiments of the world, and not after Christ.**

**9 For in him dwelleth all the fulness of the Godhead bodily.**

## Leadership Training – Part One

# Session Objective

This session will help **seasoned leaders** grow in their calling to develop the next generation.

### **Sharpen Mentoring Tools**

Equip leaders with practical tools for investing in others

### **Understand Responsibility**

Grasp the weight and privilege of leadership transfer

### **Address Fears**

Acknowledge real struggles that hinder mentoring others

### **Initiate Relationships**

Learn how to begin intentional mentoring connections

### **Bridge Generations**

Break down the barriers that divide older and younger leaders

**"We are used to making  
change out of  
desperation instead of  
innovation."**

# The Goal of Leadership

A ministry becomes strong not when leaders hold positions...

But when leaders **develop people**.

## Not Control

Holding tightly to position and power

## But Transfer

Releasing wisdom, trust, and responsibility to others

From John C. Maxwell's *The 21 Irrefutable Laws of Leadership*

# The Law of Legacy

**"A leader's lasting value is measured by succession."**

True leadership isn't just about what you accomplish during your tenure, but about ensuring the future by effectively developing and empowering those who will follow. It's about consciously **handing off the baton** and investing in the next generation of leaders.



## Lasting Value

Your legacy is defined by the leaders you leave behind.



## Intentional Mentoring

Actively developing successors to carry the vision forward.



## Strategic Succession

Preparing the next generation for leadership roles.

BIBLICAL FRAMEWORK

# Rooted Before Reaching

Paul gives us a powerful picture in Colossians. Before believers could impact the world, they had to be **rooted**. Healthy leadership follows the same pattern — you cannot pass on what you have not developed.

## Rooted

Deep foundation in Christ.  
Identity established before  
influence is extended.

## Built Up

Spiritual growth over time.  
Character formed through  
seasons of testing and  
faithfulness.

## Established

Mature faith that can bear  
weight. Only then can the  
church effectively reach  
others.

# The Leadership Transfer Principle

Throughout Scripture, God transfers leadership from one generation to another. Knowledge was not just **taught** — it was **imparted through relationship**.

**Moses → Joshua**

📖 Deuteronomy 34:9

**Elijah → Elisha**

📖 2 Kings 2:9

**Paul → Timothy**

📖 2 Timothy 2:2

📌 **The Pattern:** Leadership is not transferred through lectures. It is transferred through **life connection**.



TRANSFER OF LEADERSHIP

# Why the Transfer Matters

A church that does not raise leaders will eventually decline. Healthy ministries must always be preparing **future leaders**.

## Wrong Question

"Do we have leaders?"

## Right Question

"Are we developing the *next* leaders?"

# How to Begin the Mentorship Process

## Identify the "Chosen One"

### Acts 9:10-18 (Key Verse 15)



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#### Understand It's God's Call

Just as God called Paul, He actively calls our successors.



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#### Identify Successors

Believe that God is preparing and calling the next generation of leaders.



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#### Pray for A Replacement

Every mentor must be in constant prayer for their replacement.

# Acts 9:11-12

**11 And the Lord said unto him, Arise, and go into the street which is called Straight, and enquire in the house of Judas for one called Saul, of Tarsus: for, behold, he prayeth,**

**12 And hath seen in a vision a man named Ananias coming in, and putting his hand on him, that he might receive his sight.**

# Acts 9:15-16

**15 But the Lord said unto him, Go thy way: for he is a chosen vessel unto me, to bear my name before the Gentiles, and kings, and the children of Israel:**

**16 For I will shew him how great things he must suffer for my name's sake.**

# The Role of Seasoned Leaders

Seasoned leaders possess something younger leaders desperately need. That knowledge must be transferred — otherwise the next generation must **learn everything the hard way.**



## Wisdom

Insight earned through years of faithful ministry and prayerful discernment



## Experience

You have walked through storms, conflict, mistakes, and seasons of growth



## Perspective

The long view that only time and tested faith can provide



## Spiritual Maturity

Deep roots that anchor younger leaders when the wind of challenge blows

 **Remember:** Mentorship shortens the learning curve for the next generation.

# Common Struggles Leaders Face

Before mentorship can happen, we must **acknowledge real concerns**. Many seasoned leaders wrestle with fears that prevent them from investing in others.

## Fear of Replacement

"If I train someone, will they replace me?"

**Truth:** Developing leaders *extends* your impact.

## Fear of Being Unnecessary

"If younger leaders grow, will I still matter?"

**Truth:** Your value increases when you become a *multiplier*.

## Fear of Conflict

Generational differences can cause misunderstanding. But growth requires conversation.

## Fear of Letting Go

Control can hinder development. Leadership ultimately requires trust.

BRIDGING THE GAP

# Barriers Between Generations

Many churches struggle because generations do not connect. **Healthy leaders build bridges — not walls.**



## Communication Differences

Older leaders value structure. Younger leaders value flexibility. Both perspectives carry wisdom worth hearing.



## Cultural Differences

Technology, language, and expectations differ across generations. These differences must be understood — not dismissed.



## Misinterpretation of Intent

Sometimes wisdom is mistaken for resistance. Sometimes enthusiasm is mistaken for rebellion. Clarity and grace are required.

# "Table Talk"

## 1 Look Back

Who invested in you as a leader?  
What did that relationship mean to your development?

## 2 Look Inward

What leadership lesson changed your ministry the most?

## 3 Look Forward

What barrier prevents leaders from mentoring younger people today?

- **Each group shares one insight.** This conversation is the beginning of the divine transfer in action.



TOOL KIT

# Mentorship Tools for Leaders

Mentorship does not have to be complicated. It can begin simply — with intention and love.



# Five Tools Every Mentoring Leader Needs



## Tool 1: Invite Them Close

Jesus did life with the disciples. 📖  
*Mark 3:14 — "That they should be with him."* Leadership development begins with **proximity**.



## Tool 2: Share Your Story

Young leaders learn from stories. Tell them your mistakes, your victories, your lessons. Transparency builds trust.



## Tool 3: Give Them Responsibility

Growth requires opportunity. Let them lead prayer, assist in ministry, organize initiatives. Responsibility builds confidence.



## Tool 4: Offer Correction with Love

Correction is not rejection — it is refinement. 📖  
*Proverbs 27:17 — "Iron sharpeneth iron."*



## Tool 5: Pray For Them

Mentorship without prayer becomes management. Mentorship with prayer becomes **discipleship**.

# How to Begin the Mentorship Process

1

## Identify

Identify one or two individuals God has placed in your sphere of influence

2

## Invite

Invite them into conversation — share a meal, a coffee, a walk

3

## Impart

Share wisdom and experience from your own leadership journey

4

## Deploy

Give them opportunities to serve and lead in real ministry contexts

5

## Encourage

Cultivate their spiritual growth through prayer, affirmation, and accountability

# The Vision of Rooted & Reaching

The goal is not simply ministry survival. The goal is **generational multiplication**.

## A Rooted Church

- Knows its identity in Christ
- Understands its calling and mission
- Builds strong, mature leaders

## A Reaching Church

- Develops the next generation intentionally
- Expands its influence beyond one leader
- Multiplies ministry through relationship

# Closing Charge

Your greatest achievement will not be what you built.  
It will be **who you developed.**

One day the ministry will belong to the next generation.  
The question is: *Will they be prepared?*

"One generation shall praise thy works to another, and shall declare thy mighty acts." — **Psalm 145:4 (KJV)**

## Be Rooted in Christ

Go deep before you go wide

## Reach the Next Generation

The future of the church depends on it



