



Course 6, Session 1 Student Notes: Stop Being the Bottleneck

Leadership Begins by Letting Go

Big Idea: You cannot do it all, and trying to will wear you out and cap the mission. Real leaders multiply themselves through other people.

How to use these notes. These are yours to study on your own, before or after the session. Read each section slowly. Under every principle there is a **Notes** space to write what stands out to you, and a **Reflect** question to answer honestly in writing. Keep your Bible nearby. Take about 30 minutes, and end in prayer. This opens Course 6, the final block of the Academy, so come ready to look honestly at your own plate. Bring your notes and questions to the group.

Open in Prayer

Before you begin, pray this simple prayer, or your own: "Father, You built me to work with others, not to carry everything alone. Give me the humility to let go and the wisdom to build people up, so Your mission grows beyond me. Amen."

The Scripture for This Session

Read these slowly, out loud if you can:

- **Exodus 18:17 to 18**, "And Moses' father in law said unto him, The thing that thou doest is not good. Thou wilt surely wear away, both thou, and this people that is with thee: for this thing is too heavy for thee; thou art not able to perform it thyself alone."
- **Exodus 18:21**, "Moreover thou shalt provide out of all the people able men, such as fear God, men of truth, hating covetousness; and place such over them."
- **Mark 10:43 to 44**, "But whosoever will be great among you, shall be your minister: And whosoever of you will be the chiefest, shall be servant of all."
- **Exodus 18:13 to 26**, the full account of Jethro and Moses, which we study below.

Reflect: If you disappeared for two weeks with no phone, what would fall apart? Write the honest list. Every item is a place you have become the bottleneck.

The Big Picture

Across five courses you built something real: a Kingdom worldview, a valuable offer, honest marketing, sales with integrity, and a money engine to steward it all. Now the question changes. It is no longer only “can I do this,” it is “can this grow past me.” And that question exposes the founder’s first and hardest lesson.

The biggest threat to the thing you are building is probably not the market, not the competition, and not the economy. It is you. Not the worst of you, the best of you. The very drive, skill, and care that got this off the ground is the same thing that, left unchecked, will cap how far it can go. Because if everything runs through you, then you are the ceiling and you are the risk. This session tears down the quiet pride that says doing it all yourself is devotion, and it hands you the tool that sets the mission free: real, wise delegation. Read each principle, write your notes, and answer the reflection.

Principle 1: If Everything Runs Through You, You Are the Ceiling and the Risk.

Most founders do not believe this at first. It feels like devotion to do it all yourself. It feels responsible, even humble, to say yes to every task and keep every plate spinning. But hear it clearly: doing everything yourself is not devotion, it is a trap, and it does not just trap you, it limits everyone who is counting on the mission. The work can only grow as far as your two hands and your one calendar will stretch, and the day you get sick, or tired, or simply run out of hours, everything downstream of you slows down or stops.

Look at Moses in Exodus 18. He sat from morning until evening, every single day, judging every dispute in Israel by himself. He was working hard. He was working faithfully. And his father in law took one look and said plainly, “the thing that thou doest is not good.” Hard work in the wrong shape is still the wrong shape. Being busy is not the same as leading, and being needed for everything is not a badge of honor, it is a cap on everything you are trying to build.

Reflect: Where are you the bottleneck right now, and what is it costing the mission and costing you?

Notes:

Principle 2: Delegating Is Not Dumping. It Is Entrusting Real Responsibility to Capable People.

Most people delegate badly and then conclude that delegation does not work. So let us define it carefully. Dumping is throwing a task at someone with no context, no authority, and no support, and then being annoyed when it fails. Delegating is entrusting clear responsibility to capable people, with the training and the room they need to actually own it. Jethro did not tell Moses to grab the nearest warm body. He said find “able men, such as fear God, men of truth, hating covetousness,” and give them real jurisdiction.

Notice the standard: character first, then capacity. Able, so they can actually do the work. God fearing, truthful, and free from greed, so they can be trusted with authority over others. Delegation without discernment is just spreading the problem around. But delegation done right is not lowering the standard, it is raising up people who can carry the standard with you. And notice it means giving real authority, not just tasks. Half delegation, responsibility without the power to decide, sets people up to fail and keeps you as the bottleneck anyway.

Reflect: When you hand things off, do you tend to keep the authority and give away only the work? Who around you is trustworthy enough to be given something real?

Notes:

Principle 3: Keep Only What Only You Can Do, and Release the Rest.

Here is the mental move to make. Take everything on your plate and sort it into two piles. Pile one, things that only you can do. Pile two, things that someone else could do, maybe not as well as you today, but well enough, and better next month with training. Most of us have almost everything in pile one, and we are wrong about that. We keep tasks in pile one out of pride (“no one does it like me”), out of fear (“if I let go it will break”), or out of simple habit (“I have always done it”).

The leader’s job is to fight to make pile one as small as it honestly can be, to keep only what truly requires you, and to release the rest on purpose. Jethro helped Moses do exactly this. He told Moses to keep the part that only Moses could do, to be for the people before God and bring them the hard cases and the teaching, and then to build a structure for everything else. There was a Moses only job, and there was a large pile of good work that did not require Moses at all. The wise leader separates the two instead of drowning in both.

Reflect: Name one thing you have been white knuckling that someone else could genuinely carry. Which is really holding you back from letting go, pride, fear, or habit?

Notes:

Principle 4: The Goal Is Not Less Work for You. It Is More Capacity for the Mission.

The motive matters, so guard it. We do not delegate so we can be lazy, and we do not delegate so we can lord it over people. Jesus flips the whole picture in Mark 10. The rulers of the nations lord it over their people, He says, but “whosoever will be great among you, shall be your minister.” The Christian leader delegates as a servant, not a boss. You are not offloading work you are too important to do, you are entrusting real responsibility to develop real people and to free yourself for the few things only you can carry.

So the goal is never simply a lighter load for you. The goal is more capacity for the mission and more people growing because you trusted them. When Moses appointed leaders over thousands, hundreds, fifties, and tens, the small matters were handled close to the ground and only the genuinely hard cases came to him. The whole nation was served better, and Moses was freed to lead. That is the payoff. Not a lazier leader, but a stronger mission and a leader who could last. Delegation multiplied Moses instead of replacing him.

Reflect: If you delegated well this year, what could the mission become that it cannot be while everything runs through you?

Notes:

The Story: Jethro Counsels Moses (Exodus 18:13 to 26)

Read the passage. The scene is simple and painfully familiar. Moses, the great leader of Israel, sits alone from morning to evening while the people stand around him waiting their turn for him to settle every dispute personally. His father in law Jethro watches for one full day, and then he asks the question every overloaded founder needs someone to ask them: "What is this thing that thou doest to the people? why sittest thou thyself alone?"

Watch the whole exchange, because it is a complete clinic in a dozen verses. First, Jethro names the problem honestly and kindly: "The thing that thou doest is not good. Thou wilt surely wear away." He does not praise Moses for his stamina, he tells him the truth, this pace will wear out the leader and fail the people. Being the bottleneck costs everyone waiting in your line, not only you. Second, he gives a real solution, not just a rebuke. Keep the part that only Moses can do, and build a structure for everything else. Third, watch the selection standard, choose "able men, such as fear God, men of truth, hating covetousness." Character first, then capacity. Fourth, notice the result. Moses appointed leaders at every level, the small matters were judged close to the ground, and only the hard cases climbed to Moses. The nation was served better, and the leader could last.

Here is the quiet miracle in it. Moses did not lose his leadership by sharing it, he multiplied it. The man who was drowning became a leader who could breathe, and the people who waited all day in a line were finally served well. That is what happens on the other side of letting go.

Reflect: Jethro told Moses "thou art not able to perform it thyself alone." Where are you trying to do alone what was never meant for one person, and who is trustworthy enough to help carry it?

Notes:

Put It Into Practice

1. Sort your plate. List everything on your plate this week, work, ministry, and home. Do not filter, just get it all down. Then mark each item with an O for “only I can do this” or an S for “someone else could do this.” Push back on yourself, because pride, fear, and habit push things into the O column that do not belong there.

The one S item I will actually hand off this week:

The capable person I am entrusting it to:

2. Delegate, do not dump. For that one task, write three quick lines so it is real ownership and not a task thrown over a wall.

What “done well” looks like:

The authority I am giving them, and when I will check in:

This week’s assignment. Actually hand off that one task, in person or in writing, with clear instructions and real authority. Then leave it alone and let them own it. Resist the urge to snatch it back the moment it is not done your way. Write one sentence about what you felt when you let go.

Go Deeper (Optional)

- **Read:** *EntreLeadership* by Dave Ramsey, and *The E-Myth Revisited* by Michael Gerber, run through a biblical filter, on why capable people build things that cannot run without them.
 - **Listen:** the *Craig Groeschel Leadership Podcast*.
 - **Study:** Exodus 18:13 to 26; Mark 10:42 to 45.
-

Close in Prayer

“Father, thank You that You designed me to build with others and not to carry everything alone. Free me from the pride that says no one can do it like me and the fear that says it will all break if I let go. Teach me to delegate like Jethro taught Moses, choosing trustworthy people and giving them real responsibility, and to lead like Jesus, as a servant who builds others up. Multiply me through the people around me, so Your mission grows past the reach of my two hands, all for Your glory. In Jesus’ name, Amen.”

*Crown Revenue Academy · A ministry of Crown Revenue · “Thou art not able to perform it thyself alone.”
Exodus 18:18*