



Course 6, Session 6 Student Notes: Build a Legacy That Outlasts You

Entrust It to Faithful People (The Capstone)

Big Idea: The final test of leadership is what continues after you are gone. Raise successors and hand off well, so the mission outlives you.

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 is the final session of the whole Academy, so treat these notes as a commissioning, not just a lesson. Bring your notes, your questions, and your one page plan to the group.

Open in Prayer

Before you begin, pray this simple prayer, or your own: "Father, You are the God who plants things that outlast the ones who planted them, whose Kingdom advances through generation after generation of faithful people. Teach me tonight to lead like that, to build what lasts, and to hand it off well. Amen."

The Scripture for This Session

Read these slowly, out loud if you can:

- **2 Timothy 2:2**, "And the things that thou hast heard of me among many witnesses, the same commit thou to faithful men, who shall be able to teach others also."
- **Matthew 25:21**, "His lord said unto him, Well done, thou good and faithful servant: thou hast been faithful over a few things, I will make thee ruler over many things: enter thou into the joy of thy lord."
- **2 Timothy 4:6** (Paul, near the end, "the time of my departure is at hand").

Reflect: If you stepped away from everything you lead for three months starting tomorrow, no phone, no email, no checking in, what would still be standing when you got back, and what would have quietly fallen apart?

The Big Picture

Here is a hard truth that takes most leaders too long to learn. If the thing you are building falls apart the moment you walk away from it, then you have not actually built something that lasts, you have built a very impressive dependence on yourself. And every one of us is tempted to call that success. We love being needed. We love being the one with the answers, the one who has to approve it, the one the whole thing runs through. It feels important. But Scripture keeps showing us the opposite: the great leaders of God did not measure themselves by how needed they were, they measured themselves by how well the work continued after they were gone. Moses raised up Joshua. Elijah raised up Elisha. Jesus poured into the Twelve and then left. Paul poured into Timothy from a prison cell.

This is the capstone, of this course and of the whole Crown Revenue Academy. Everything you have built across six courses, a Kingdom worldview, an honest offer, truthful marketing, integrity in selling, a money system, and now a team, all of it is tested by one thing. Does it outlast you. Here are four truths, and then you will build a one page plan to live them.

Principle 1: Being Indispensable Is Not the Goal. Lead as If You Are Preparing to Hand It Off.

Real leadership is not about becoming indispensable, it is about making yourself, in the best sense, unnecessary. That sounds backward, so sit with it. Being needed feels like success, but a mission that cannot survive your absence is fragile, not impressive. The pride we take in being the one everything runs through is actually a ticking risk under everything we have built.

The great leaders in Scripture spent their final energy making sure the work could go on without them. That is the mindset shift this whole session asks of you. From the very start, lead as though you are preparing to hand it off, because one day you will, whether by plan or by surprise. The leader who builds toward a handoff builds something durable. The leader who builds toward being indispensable builds something that dies with them.

Reflect: Where have you secretly taken pride in being indispensable? What would it look like to start leading, this week, as someone preparing to hand it off?

Notes:

Principle 2: Entrust on Purpose. Succession Is a Decision, Not an Accident.

Turn to 2 Timothy 2:2, one of the most important leadership verses in all of Scripture. Paul is near the end of his life. He is in a Roman prison, he knows his execution is coming, and this is essentially his last letter. Think about what a lesser man would spend his final words on: his own legacy, his platform, his reputation. Paul does none of that. Instead he writes to his young protege Timothy: “the things that thou hast heard of me among many witnesses, the same commit thou to faithful men, who shall be able to teach others also.”

Notice the word “commit,” or entrust. Paul is handing something over, deliberately letting go of it, placing it into other hands on purpose. Succession does not happen by hoping the right person shows up someday. It happens because a leader decides, from the beginning, to give things away. There are four generations packed into that one sentence: Paul, to Timothy, to faithful people, to others also. Paul is planning all of it from a jail cell, knowing he will see almost none of it happen. That is a man who understood his job was never to be the story, his job was to make sure the story continued.

Reflect: What are you currently holding onto that you should be deliberately entrusting to someone else? What is the first thing to hand off, and to whom?

Notes:

Principle 3: Choose Faithful Over Flashy, and Get What Is in Your Head Into Other People.

Notice who Paul entrusts it to: “faithful” people. Not the flashiest, not the most naturally gifted, faithful ones. Reliable, proven, trustworthy over time. Often the future successor is already present near you, overlooked because they are steady rather than dazzling. Paul chose faithful over gifted for a reason, because you are handing them something precious and it needs safe hands.

Here is where this gets practical and a little uncomfortable. Most of what makes your work run is in your head, and you have never written it down or taught it to anyone. The way you handle a difficult customer, the reason you price things the way you do, the values that guide a hard decision, the relationships, the judgment, the thousand small things you just know. Right now, if you disappeared, all of that would disappear with you. That is not job security, that is a ticking time bomb under everything you have built. Legacy leadership means you start getting what is in your head out of your head and into other people, on purpose, through teaching, documenting, and letting them do it while you are still around to guide them. You are not just doing the work, you are transferring the work.

Reflect: Who are the quietly faithful people already around you that you may have overlooked? And what is in your head right now that would leave with you if you were gone?

Notes:

Principle 4: Faithful Over Little Is Set Over Much. Grow a Successor Patiently.

Jesus shows us God's own scorecard in the parable of the talents. In Matthew 25 the master gives his servants different amounts to steward and then leaves. When he returns, he says to the faithful ones, "Well done, thou good and faithful servant: thou hast been faithful over a few things, I will make thee ruler over many things." Faithfulness with a little is what qualifies you for much.

This is exactly how you develop a successor. You do not hand someone the whole thing on day one. You give them a little, you watch whether they are faithful with it, and as they prove faithful you set them over more. Small responsibility, proven faithfulness, expanded trust, repeat. You are looking, patiently, over time, for the faithful ones you can eventually set over much. That is not a fast process, it is a farming process, and legacy is always farmed, never rushed.

Reflect: Who could you begin developing as a successor by giving them a little first and watching their faithfulness? What "little" could you entrust to them this month?

Notes:

The Story: Entrust It to Faithful People (2 Timothy 2:2, with Matthew 25:21)

Read 2 Timothy 2:2 out loud, and then let the setting sink in, because the setting is what makes the verse so powerful. This is not a young leader dreaming about the future. This is an old man in chains at the end of his life, and these are among his last recorded words. Paul knows the end is near, he says so plainly, "the time of my departure is at hand." So this letter is a handoff, Paul making sure that everything he has carried does not die with him.

Walk it phrase by phrase. "The things that thou hast heard of me," Paul had poured real content into Timothy over years, because you cannot entrust what you have not first deposited. "Among many witnesses," this was tested and public, a way of living proven in the light, not a private trick. "The same commit thou," entrust, hand over, the deliberate act at the heart of succession, because the leader who will not let go raises no successors. "To faithful men," character you can count on, not merely the gifted. "Who shall be able to teach others also," reproducers, not dependents, so the chain keeps going. Then Matthew 25:21 gives the scorecard: faithful over a little, set over much. Succession is not handing the keys to a stranger, it is patiently promoting the proven.

Reflect: Paul spent his final words making sure the work continued without him, not on his own legacy. How does that challenge what you have been valuing in your own leadership?

Notes:

Put It Into Practice: Your One Page Leadership and Multiplication Plan

This is the capstone exercise. It pulls the whole course into one written commitment. Answer each line with something real and specific, not a vague ideal.

The three month test. If I stepped away for three months starting tomorrow, the top one or two things that would break are, and the people who could carry them are:

Delegate (Session 1). The first thing I will hand off, and to whom:

Multiply (Session 2). The one person I am pouring into, and the next skill I will teach them:

Ownership (Session 3). One area I will give someone clear, full ownership of, authority included:

Conflict (Session 5). My one sentence rule for handling conflict from now on:

Successor (Session 6). The one person I could begin developing as a successor, and my first concrete step this month:

This week's assignment. Take the first real step on your successor line. Have the conversation with the person you named, tell them you see something in them and want to invest in them, and put the first block of time on the calendar to begin pouring in. Keep this one page plan somewhere you will see it, and work it. This is the capstone of the whole program, so treat it as a beginning, not an ending. Go build something that lasts.

Go Deeper (Optional)

- **Read:** *Spiritual Leadership* by J. Oswald Sanders, and *The 5 Levels of Leadership* by John Maxwell, whose two highest levels are exactly this, developing others and developing leaders who develop leaders.
 - **Listen:** the *Andy Stanley Leadership Podcast*.
 - **Study:** 2 Timothy 2:1 to 2; 2 Timothy 4:6 to 8; Matthew 25:14 to 30; Joshua 1:1 to 9; 2 Kings 2:9 to 15.
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Close in Prayer

"Father, thank You that Your Kingdom has always moved forward through faithful people handing off to faithful people, generation after generation, that I am here today because someone poured into someone who poured into me. Free me from the pride of being indispensable and the fear of letting go. Show me the faithful ones

around me, give me the humility to entrust real things to them, and make me a leader who builds what lasts and raises up those who will carry it further than I can. Let the things You have taught me not die with me, but multiply through others also. And now send me out, not as a student but as a leader, to build something that outlasts me. In Jesus' name, Amen."

Crown Revenue Academy · A ministry of Crown Revenue · "The things that thou hast heard of me among many witnesses, the same commit thou to faithful men, who shall be able to teach others also." 2 Timothy 2:2