

## **CCCQLD ELDERSHIP HUBS**

### **The Urgency of Leadership Development in the Church**

Leadership development is essential for the health and growth of the church. In Matthew 9, we see Jesus traveling through cities and villages, teaching in synagogues, proclaiming the gospel of the kingdom, and healing diseases. But then, in verse 36, we read something striking:

"When he saw the crowds, he had compassion for them, because they were harassed and helpless, like sheep without a shepherd."

Sheep without a shepherd are vulnerable—defenceless, directionless, and without care. They need someone to guide, protect, and nurture them.

As you look out into your own community, what do you see? Do you notice the deep spiritual needs beneath the surface? Is your heart moved with compassion? And, most importantly, how do you respond?

Jesus provides the answer in the very next verse:

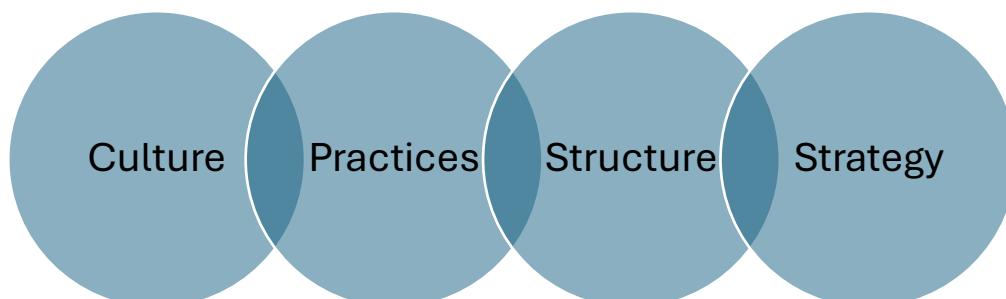
"The harvest is plentiful, but the labourers are few. Therefore, pray earnestly to the Lord of the harvest to send out labourers into his harvest." (Matthew 9:37-38)

According to Jesus, the greatest need is not more resources, better programs, or larger facilities—the greatest need is for more gospel workers. The harvest is abundant, but there aren't enough labourers to gather it.

So, what should we do? First, we must pray. Jesus commands us to ask the Lord of the harvest to raise up and send out workers. But then we must put legs on our prayers. Immediately after instructing his disciples to pray, Jesus does something significant—he calls twelve disciples, equips them with authority, and sends them out on their first mission (Matthew 10:1). He doesn't just pray for workers—he actively develops them.

This raises two important questions for us:

1. Are we earnestly praying for God to raise up more leaders?
2. Are we taking action to invest in and develop those leaders?

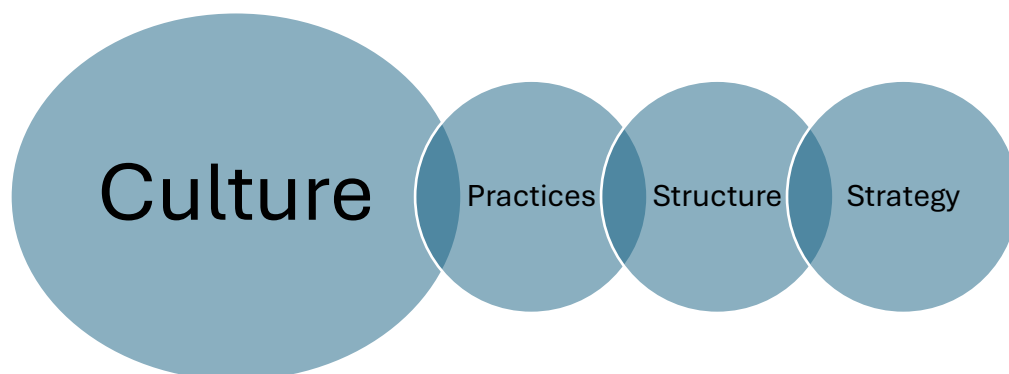


Leadership development must be intentional. In this **Elder Hub**, we will explore how to create a **leadership development pipeline** in your church—one that raises up leaders at every level. We will examine four things:

1. **The culture of leadership development**—how to cultivate a church environment that prioritizes raising leaders.
2. **The practices of a reproducing leader**—what it takes to multiply and invest in others.
3. **Structuring your leadership pipeline**—building a clear and practical path for leadership growth.
4. **Developing a leadership development strategy**—ensuring an ongoing, intentional process for equipping gospel workers.

The harvest is still plentiful. The need for workers remains. Let's pray. Let's invest. And let's raise up a new generation of gospel leaders who will shepherd the harassed and helpless, bringing them into the care of the Good Shepherd.

## Building a Culture of Leadership Development in the Church



Before we dive into designing a leadership development pipeline for your church, it's essential to take a step back and assess the current reality. Does your church have a strong culture of leadership development? Do people see a clear path for how they can grow and eventually step into greater leadership roles? Is your church an environment where leadership thrives?

A couple of years ago, I listened to a talk by Brent Dolfo from the Leadership Network. Their research surveyed numerous churches across the U.S. and found that those excelling in leadership development shared **ten key characteristics**. I want to highlight just three.

### 1. A Vision Too Big for the Present Leaders

Churches that develop leaders effectively are gripped by **a God-given vision so big** that it cannot be accomplished with their current staff and volunteers. The specifics of the vision varied—some were focused on planting new churches or campuses, others on expanding small groups or launching outreach ministries—but in every case, the vision **demanding more leaders and disciples** than were currently available.

Think about the disciples when they stood before the resurrected Christ and heard Him say:

**"Go therefore and make disciples of all nations..."** (Matthew 28:19)

Can you imagine what they must have felt? **"Who, us?"** How could just eleven of them accomplish this global mission? The answer was clear—they would have to **invest in others, who would invest in others, who would invest in others**. The mission was too great to do alone.

Perhaps the **biggest barrier to leadership development** in your church isn't a lack of strategy—it's a **lack of vision**. Maybe your vision is too small, and you're not lifting your eyes to see the harvest God has placed before you. Ask Him for a vision that is too big for you to accomplish on your own—a vision that compels you to invest in others.

### 2. Leadership Development as a Top Priority

Many churches focus on leadership **only when there are gaps to fill**. When volunteer slots go unfilled, there's a sudden push to recruit and train leaders—maybe even a short-term leadership class on a Sunday night. But once the immediate need is met, the passion for leadership development fades.



This **isn't leadership development—it's leader placement**. It's about filling roles, not forming people.

True leadership development isn't an **occasional task** added to an already overloaded to-do list—it must become **a defining mark of your church's culture**. Multiplying leaders **isn't just part of kingdom work—it is the kingdom work**. Imagine if leadership development wasn't just the responsibility of one person but was embedded in the DNA of your church, with five, ten, or even twenty leaders discipling others. You would never struggle to fill rosters again. But remember—the goal isn't to **fill a program**; it's to **unleash people in their God-given calling**.

### 3. Developing Leaders from Within

Churches that excel in leadership development **prioritize raising up leaders from within** rather than relying on outside hires. While there are times when bringing in external staff is necessary, these churches **start with the conviction** that **God has already provided the people needed to reach their city**. They believe that the gifts, passion, and leadership required for the mission are already **within their church**—they simply need to be developed.

After all, **God has gifted His body for ministry**. Within your congregation, He has already placed future pastors, elders, ministry leaders, and disciple-makers. The question is: **Are you actively identifying, equipping, and releasing them into their calling?**

#### Moving Forward

If leadership development is struggling in your church, start by evaluating these three areas:

1. **Vision:** Is your vision big enough to require more leaders?
2. **Priority:** Is leadership development an ongoing investment, or just a reaction to needs?
3. **Mindset:** Are you looking first within your church to raise up leaders?

The harvest is plentiful, but **developing leaders must be intentional**. May God give us **a vision too big for ourselves, a commitment to ongoing investment, and the faith to believe He has already given us everything we need**.

## Leadership Pipeline Cultural Assessment

Mark each statement using the following system.

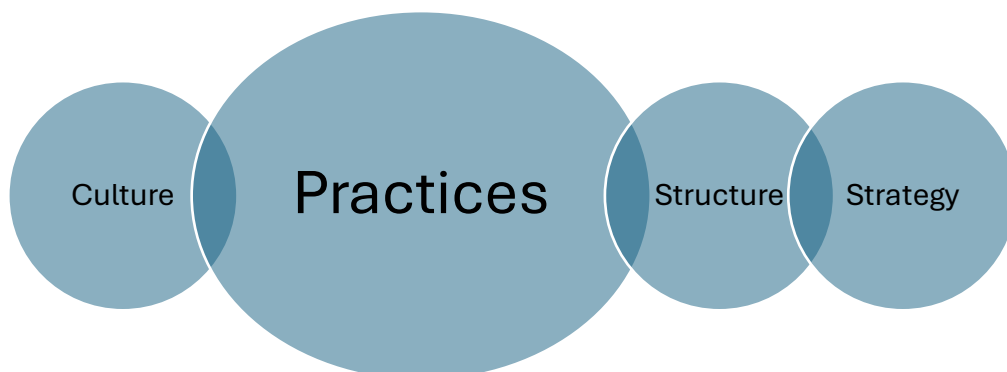
1. Not true of us.
2. Rarely true of us.
3. True of us.
4. Very true of us.
5. Always true of us.

The Senior leaders/Elders are supportive and involved in developing leaders themselves.	<b>1. 2. 3. 4. 5.</b>
Leaders at every level of our church/organisation are expected to be involved in developing/discipling new leaders.	<b>1. 2. 3. 4. 5</b>
We cast vision for leadership development on a regular basis.	<b>1. 2. 3. 4. 5</b>
We have developed a language around our leadership development efforts that has become engrained in our culture.	<b>1. 2. 3. 4. 5.</b>
We have a very clear onboarding process for each level of our leaders in our churches.	<b>1. 2. 3. 4. 5.</b>
We have a mentality that leadership development is not just a part our ministry but developing people is the ministry.	<b>1. 2. 3. 4. 5.</b>
We have a specific leadership development strategy we are using consistently in our church.	<b>1. 2. 3. 4. 5.</b>
Staff are held accountable for how well they are raising up leaders within their area of ministry, not just doing ministry.	<b>1. 2. 3. 4. 5.</b>
We celebrate the successes of our leadership development efforts on a consistent basis.	<b>1. 2. 3. 4. 5.</b>
We have developed a culture of coaching and debrief within our ministries.	<b>1. 2. 3. 4. 5.</b>

<b>Score of 45-50</b>	<b>Strong culture of leadership development</b>	You have a strong culture of leadership development. You need to keep the momentum going and focus on helping other churches develop leaders.
<b>Score of 35-45</b>	<b>Growing culture of leadership development</b>	You have a growing culture of leadership development. You now need to keep fine tuning your processes, structures and strategy.
<b>Score of 25-35</b>	<b>Potential culture of leadership development</b>	Don't be discouraged you have strengths you can work on. While it may be important to you, others don't see it yet. You need to continue to push on, and eventually you will reach a tipping point.
<b>Score of 15-25</b>	<b>Starting a culture of leadership development</b>	You are at the starting point of development a leadership development culture. It is important that your Senior Leadership start to emphasize leadership development as a priority.
<b>Score of 0-15</b>	<b>Serious need of a culture change</b>	Your culture seriously needs to change and you may need to bring in a consultant to help you in this process.

**What needs to change?**

## The Practices of Leadership Development



There's an old saying: **"Culture eats strategy for breakfast."** You can have the best leadership development strategy in the world, but without a culture that prioritizes raising up leaders, it will never take root. And here's the key—**you will never develop a culture of leadership development unless you yourself are committed to developing leaders.**

The **ultimate reproducing leader** was Jesus. While He had many disciples, He intentionally invested in twelve men who would go on to lead the early church. This is where the journey of becoming a **reproducing leader** begins—**by shifting the focus away from yourself and toward raising up others.**

Dave Ferguson from the **Exponential Network** puts it this way:

"Every true movement of Jesus' mission begins with a heart change in the leader. That happens when we take the spotlight off ourselves and begin to shine it on others. When we make this vital shift, we pour our best energy into equipping Christ-followers and emerging leaders—empowering them to be the heroes, wherever they serve."

Maybe it's time to **repent of your personal dreams of greatness.** Maybe those dreams are actually standing in the way of you becoming a leader who reproduces other leaders. Let's look at the five practices of Jesus.

### Practice #1 – Identifying People with Potential

Jesus didn't just **gather followers—He called leaders.** When He invited the disciples to follow Him, He didn't say, *"Watch what I can do,"* though they certainly did. Instead, He said:

**"Follow me, and I will make you fishers of men."** (Matthew 4:19)

For a respected rabbi to tell a group of working-class fishermen that they would one day lead others must have been life-changing.

We see this again when Jesus first meets Simon:

**"You are Simon, son of John. You shall be called Cephas (which means Peter, the Rock)."**  
(John 1:42)



Jesus saw *not just who Simon was, but who he could become*. He spoke into Peter's **God-given potential**, even though Peter had **flaws, weaknesses, and immaturity**.

Questions for Reflection:

- Who in your ministry shows **potential**, even if they are not yet mature?
- Who might God be leading you to **intentionally invest in**?

## Practice #2 – ICNU Conversations

Jesus didn't just **see** potential—He **spoke it** into people's lives.

In Matthew 16:18, after Peter confesses Jesus as the Messiah, Jesus responds:

**"I tell you, you are Peter, and on this rock, I will build my church."**

Imagine **how that must have impacted Peter**. Jesus was **declaring** his future role before he was even ready for it!

Dave Ferguson calls this **having ICNU conversations**—telling emerging leaders:

**"I see this in you."**

Examples:

- *"I see in you the potential to one day lead a small group."*
- *"Have you ever considered preaching? I think you'd be great at it."*
- *"I could see you as an elder in this church."*

Questions for Reflection:

- What potential do you see in your emerging leaders?
- When was the last time you spoke **words of affirmation and encouragement** into their lives?

## Practice #3 – Apprenticing Leaders

Reproducing leaders **don't just teach leadership—they model it**.

John 3:22 says:

**"Jesus and his disciples went out into the Judean countryside, where He spent time with them."**

The phrase **"spent time"** in Greek means **to rub off on**. Jesus didn't just teach His disciples—He **let them live life with Him**.

Effective leadership development **prioritizes relationships, not just curriculum**. People learn best when they **see leadership up close and personal**.



### Questions for Reflection:

- Who can you invite to **walk alongside you** as an apprentice?
- How can you create opportunities for them to **observe and learn from you**?

### Practice #4 – The Deep End with Support

Jesus often **threw His disciples into leadership challenges**, but He didn't abandon them—He supported them.

In Mark 6, when the disciples ask Jesus to send the crowd away to get food, He responds:

**“You give them something to eat.”**

Jesus **challenged them beyond their abilities**—but then He provided the miracle. He **set them up for growth, not failure**.

Research shows that people grow best in **the challenge zone**—where they're stretched just beyond their comfort zone but still have support.

### Questions for Reflection:

- What **new challenges** do your leaders need to grow?
- What **coaching and resources** can you provide so they don't feel overwhelmed?

### Practice #5 – Teaching and Coaching

Jesus spent a **lot of time coaching and teaching His disciples**. But His coaching wasn't theoretical—it was **in the moment, as situations arose**.

For example, in Mark 10, when James and John ask Jesus for positions of honour, He **uses it as a teaching moment**:

**“Whoever wants to be great must be a servant.”**

Some churches throw new leaders into roles and **hope they figure it out**. But **reproducing leaders don't leave it chance**—they actively coach emerging leaders to be effective.

**And there is a difference between teaching and coaching. Teaching** is primarily focused on imparting knowledge, whereas in contrast, **coaching** is about empowering individuals to grow and develop by helping draw out their own insights and solutions. The coach asks reflective questions, facilitates self-discovery, and guides the person to take ownership of their growth and actions.

**Here is a model for Coaching called C.O.A.C.H.**

#### **C - Context (Current Situation)**

Start by exploring the individual's current context. Ask questions that help you understand where they are right now, such as: *What challenges are you facing? What opportunities do you see in*

*front of you?* This step is about gaining a clear picture of their situation so you can provide relevant guidance moving forward.

### **O - Objectives (Outcomes)**

Next, help the person define what they want to achieve. This is where you set clear, specific, and measurable objectives for their growth. Ask them, *What do you want to accomplish? How will you know when you've reached your goal?* Setting these outcomes ensures the conversation stays focused on meaningful and measurable results.

### **A - Action**

Once the goals are clear, move to the action phase. Together, identify concrete steps the person can take to reach their objectives. Discuss *What actions will you take to move closer to your goal? What's the first thing you'll do?* These action steps should be specific, realistic, and aligned with the person's strengths and challenges.

### **C - Commitment**

Ensure that the individual is fully committed to taking action. Explore their motivation and accountability, asking: *How committed are you to following through on these steps? What will help you stay focused and on track?* It's important to identify any barriers to commitment and discuss how to overcome them, ensuring that they're ready to move forward.

### **H - Highlights**

Conclude the conversation by asking the individual to reflect on the key points of your discussion. Have them summarize the **highlights**—the main insights and actions they're taking away. Ask: *What were the key takeaways from our conversation today? What actions will you commit to doing next?* This helps reinforce the conversation's impact, ensuring clarity and motivation for the next steps.

### **Questions for Reflection:**

- Do you have a culture of **feedback, debriefing, and coaching**?
- What's your **plan for coaching** your emerging leaders?

### **Conclusion: Shifting from Addition to Multiplication**

Jesus didn't just **do ministry**—He multiplied leaders. If we want to see the church grow **beyond our own capacity**, we must embrace the **call to reproduce leaders**.

This requires:

- **Seeing** potential in people.
- **Speaking** life into their calling.
- **Apprenticing** them in real-life ministry.
- **Challenging** them beyond their comfort zone while providing support.
- **Coaching** them to succeed.

Imagine if **your church** had a culture where every leader **was developing new leaders**. What could God do through that kind of movement?



## Personal Scorecard

Mark each statement using the following system.

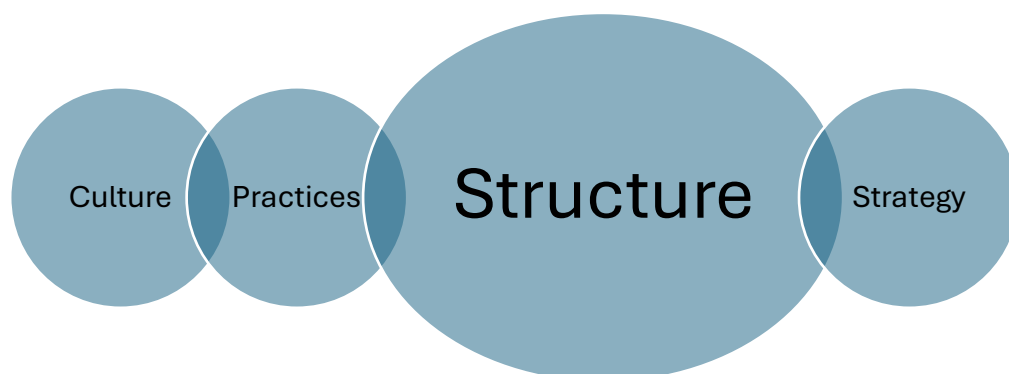
1. Not true of me
2. Rarely true of me.
3. True of me.
4. Very true of me.
5. Always true of me.

<b>Practice 1:</b> People with potential	I am always on the lookout for people who have the potential for ministry. I see people not for what they are but what they could be.	<b>1. 2. 3. 4. 5.</b>
<b>Practice 2:</b> ICNU conversations	I am always offering potential leaders in our church words of affirmation and encouragement.	<b>1. 2. 3. 4. 5.</b>
<b>Practice 3:</b> Apprenticing	I am constantly taking someone under my wing and always thinking about who is my 1,3, and 12.	<b>1. 2. 3. 4. 5.</b>
<b>Practice 4:</b> Deep end with support	I am constantly thinking about what new challenges those I am mentoring need and am giving them opportunities.	<b>1. 2. 3. 4. 5.</b>
<b>Practice 5:</b> Teaching and Coaching	I am teaching and coaching those under my wing in what they need.	<b>1. 2. 3. 4. 5.</b>
<b>Total</b>		

<b>Score of 20-25</b>	<b>Reproducing Leader</b>	You are a reproducing leader keep it up.
<b>Score of 15-20</b>	<b>Growing in reproduction</b>	You are starting and need to add to your leadership.
<b>Score of 10-15</b>	<b>Potential in reproduction</b>	Don't be discouraged you have strengths you can work on. Start working on these practices.
<b>Score of 0-10</b>		

	<b>Need to develop these practices</b>	Now that you know these practices, you need to start to implement them.
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## Developing a Leadership Pipeline in the Local Church



Many of us, when thinking about leadership development, default to designing a course of study or organizing a training night for leaders. While training events can be helpful, **attending classes does not automatically produce godly servant leaders**. If all we offer is classroom instruction, we will primarily produce students, not leaders.

The reality is that **leaders are developed in the context of ministry**—through actively serving, growing in faith, building character, and developing practical skills in a local church setting. Leadership isn't just taught; it's **formed through experience**. Even Bible College is not enough to form godly servant leaders. Bible Colleges can teach knowledge, but skill and experience are imparted through the local church.

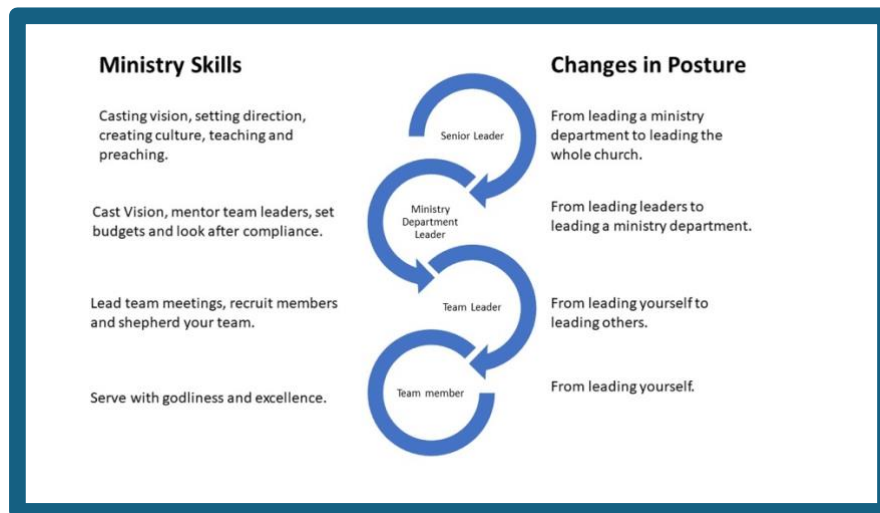
### Understanding the Leadership Pipeline

A helpful framework for leadership development in the church is what **Mac Lake** calls the **Leadership Pipeline**. This model recognizes that within every church, God assigns different levels of ministry responsibility organically—from serving on a team to leading a ministry, to overseeing multiple leaders, and even to shepherding an entire congregation.



As a person moves through these levels, their **posture** as a leader must also change. They go from:

1. **Leading Self** (personal faithfulness and service)
2. **Leading Others** (guiding a team or small group)
3. **Leading Leaders** (mentoring and overseeing ministry leaders)
4. **Leading a Church** (providing vision and direction for a congregation)



Each transition requires **growth in faith, character, and competency**. A leader who was once responsible for their own service in a ministry must learn how to **recruit, equip, and shepherd** others when stepping into a leadership role.

For example:

- A **Sunday School teacher** must faithfully prepare lessons and engage children in gospel-centred learning.
- However, a **Children's Ministry Director** moves beyond teaching to **leading others**, which requires a whole new skill set—recruiting volunteers, organizing curriculum, and overseeing the ministry.

### The Role of Character and Calling

It's important to acknowledge that **not every believer is called to greater levels of leadership**. Some will serve faithfully in a specific area using their spiritual gifts (Romans 12:8) without progressing into leadership roles. **Jesus defines greatness in His kingdom as servanthood** (Mark 10:43-45), and every faithful servant is valuable in the body of Christ.

However, **when leaders skip levels in their development, they often lack essential skills for their role**. For example, if someone becomes an associate Pastor without ever having led a ministry team, they may not have the skills to lead a team meeting, recruit volunteers and shepherd people's heart for God. That is why it is critical that we develop leaders through the ministry of a local church. **Ministry is the crucible in which faith and character is tested**. As people minister to other people their character will be tested. They will have to rely on the Spirit for his fruit and will learn how to love people, especially those who are more difficult to love. And they will develop the necessary skills to help loving lead people well.

## Clarifying Your Church's Leadership Pipeline

It is important to note that **you already have an organic leadership pipeline** in your church. If you are in some form of leadership today, it's likely because someone **saw potential in you**, invited you to step up, and gave you responsibility—maybe leading a Bible study or serving in a ministry.

That's how leadership development naturally happens in churches. **People lead because someone invited them and gave them an opportunity.**

But here's the question: **Is your leadership pipeline intentional, or is it happening by accident?**

If we don't clarify **how leaders grow** in our churches, we will always struggle to raise up new leaders. **People will be placed in leadership roles without proper training**, and leadership gaps will slow down ministry growth.

That's why it's essential to **define your leadership pipeline.**

### Step 1: Identify the Levels of Leadership in Your Church

Every church has different **levels of responsibility**—even if they are not clearly defined. The first step is to **name these levels** so that leadership development becomes more intentional.

Here's a simple example for a **small church**:

Level	Who They Are	What They Do
<b>Volunteers</b>	Faithful church members	Serve in ministries (e.g., worship team, kids' ministry, hospitality)
<b>Ministry Leaders</b>	Small group leaders, team leaders	Lead and oversee a team of volunteers in a specific area
<b>Church Leaders</b>	Elders, deacons, pastors	Provide spiritual oversight and vision

For larger churches, there may be more levels.

Level
<b>Volunteers</b>
<b>Ministry Leaders</b>
<b>Associate Pastor</b>
<b>Lead Pastor</b>
<b>Elders</b>

**Key Exercise:** What are the different levels of leadership responsibility in your church? Can you label them?

Level	Name	Character	Competency	Who
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Level One				
Level Two				
Level Three				
Level Four				
Level Five				

## Step 2: Define the Character and Competency Needed at Each Level

Once you've identified **leadership levels**, the next step is to ask:

1. What kind of character is needed at each level?

- A volunteer may just need **a willing heart and a teachable spirit**.
- A ministry leader needs **stronger spiritual maturity and relational skills**.
- A church leader must be **biblically grounded, trustworthy, and wise. Fulfilling the Biblical requirements of 1 Tim 3 and Titus 1**.

2. What skills and competencies are required?

- A worship volunteer just needs musical ability, but a **worship leader** needs to recruit and mentor others.
- A small group leader needs to **facilitate discussion**, but a **church leader** needs to **discern vision and shepherd the church**.

**Key Exercise:** What character traits and skills are needed for each level of leadership? Fill these out?

Level	Name	Character	Competency	Who
Level One				
Level Two				
Level Three				
Level Four				

Level Five				

### Step 3: Identify Who Is at Each Level

Now that you have a clear **pipeline structure**, ask:

- Who is currently serving at each level?
- Who is showing potential and could be developed further?

This helps you **see where the leadership gaps are** and **who needs investment**.

For example:

- If your **church board is overloaded**, maybe it's time to **train new ministry leaders** to take on some responsibilities.
- If there are **ministry leaders but no volunteers stepping up**, you may need to **focus on calling and equipping more people to serve**.

**Key Exercise:** Who do we have at each level, and where are the gaps?

Level	Name	Character	Competency	Who
Level One				
Level Two				
Level Three				
Level Four				
Level Five				

**Final Thought:**

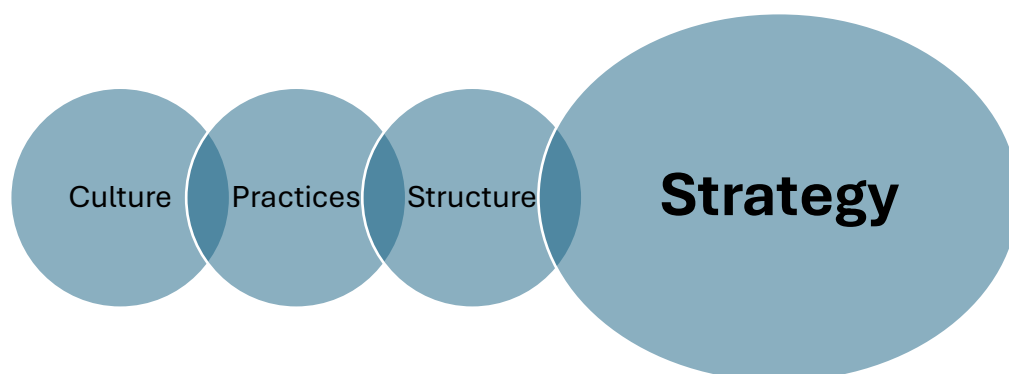
Your church already has **a leadership pipeline—it just may not be clear yet**. By **naming leadership levels, defining expectations, identifying current leaders**, you can **intentionally develop** future leaders rather than just hoping they show up.

Action Step This Week: Gather your leadership team and go through these three steps:

1. Define your leadership levels.
2. List the character and skills needed at each level.
3. Identify who is at each level right now.

When leadership development is **clear and intentional**, your church will **grow stronger and healthier** for years to come.

## Clarifying Your Church's Leadership Development Strategy



Developing leaders in a church doesn't have to be complicated. **You already have a leadership pipeline**—people naturally step into roles when needed. The goal is to **be more intentional** so that leaders are developed before there is a crisis.

**A leadership development strategy** focuses on four key areas:

1. **Onboarding** – How we bring new leaders into roles.
2. **Equipping** – How we train leaders for success.
3. **Inspiring** – How we encourage leaders to keep growing.
4. **Developing Future Elders and Full-Time Workers** – How we prepare people for long-term leadership roles.

### Key Focus #1 Onboarding – Helping New Leaders Step In

Onboarding is about **helping people move into leadership roles** in a clear and intentional way.

#### Three Parts to Effective Onboarding:

1. **Clarity** – Every role should have a **simple job description** outlining character expectations, skills needed, and responsibilities. Even for a small church, writing down **basic expectations** for each role helps people feel confident stepping in.
2. **Onramps for New Leaders** – Make it easy for people to serve. Many churches do this through:
  - A **Serving Sunday** where ministries are highlighted, and people are invited to serve.
  - A **New Members Class** that introduces people to serving opportunities.
  - A **board in your church, or something online**, that outlines your ministries and the key contact if someone wants to get involved.

Focusing solely on these three methods, in my opinion, will not cultivate a culture of intentional leadership development. These methods are passive because they depend on individuals being motivated to participate. This approach presents two challenges: first, many people will not engage, not because they lack the necessary gifts, but because they have never been invited to do so. Second, those who do step forward may not be well-suited for the role. A more effective approach would be..."

3. **Apprenticing** – Every leader should **identify and mentor an apprentice**. When someone leads a small group, they should **train someone else** to do the same. This ensures **a steady flow of leaders**.

**Key Question:** How can we make it easier for people to step into leadership?

### Key Focus #2: Equipping – Training Leaders for Success

Once someone steps into leadership, **they need training and support** to succeed.

#### Three Simple Ways to Equip Leaders:

1. **Basic Training** – New leaders don't need formal education, but they do need to know what's expected of them. A simple **orientation or one-on-one meetings** with an experienced leader can go a long way.
2. **Ongoing Support** – Leaders grow best through **mentorship and feedback**. Encourage small group leaders, ministry heads, or elders to **check in regularly** and **mentor** their apprentices.
3. **Practical Tools** – Leaders need resources to help them succeed. This could be as simple as:
  - A **short guide or series of book** for leaders to use when mentoring others.
  - A **gathering** of ministry leaders every term for prayer and equipping.
  - A **church leadership night** once a year.

**Key Question:** How can we provide simple training and support for leaders?

### Key Focus #3: Inspiring – Keeping Leaders Motivated

Good leaders **need encouragement** to keep going.

#### Two Ways to Keep Leaders Inspired:

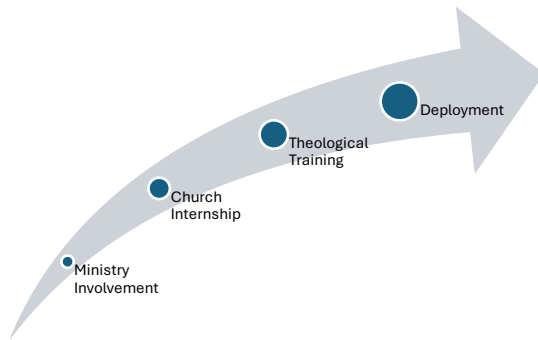
1. **Cast Vision Regularly** – Remind leaders why their role matters. Tell stories about how their leadership **is making a difference** in the church and people's lives.
2. **Expose Leaders to Growth Opportunities** – This could be as simple as:
  - Sending them to a **church leadership conference**.
  - Giving them a **book or podcast recommendation**.
  - Connecting them with **a mentor** outside the church.

**Key Question:** How can we encourage and motivate our leaders to keep growing?

### Key Focus \$3: Develop a Simple Pathway for Future Elders or Full-Time Workers

Some people in your church will be called **to be elders** or **full-time ministry workers**. Creating a **simple, clear pathway** will help them **prepare for these roles** without feeling lost.

## A Simple Leadership Growth Pathway:



1. **Ministry Involvement** – Serving actively in a specific ministry (teaching, leading small groups, evangelism).
2. **Church Internship** – Giving future leaders **hands-on ministry experience** under the guidance of experienced leaders.
3. **Theological Training** – Encouraging further **biblical and theological study**, whether through **church-based training, online courses, or seminary education**.
4. **Deployment** – Releasing them into **eldership, pastoral ministry, or full-time missions work** with continued support and accountability.

A **simple, structured process** makes it easier for people to **grow into church leadership** rather than feeling like they must figure it out on their own.

All of this of course will require resources, money, time and effort. It is surprising to me that our movement is willing to give allot of money to missions but often unwilling to fund the most important resource for any type of ministry work, "the worker."

**Key Question:** Do future elders and full-time leaders know how to prepare for their calling?

**Final Thought: Keep It Simple and Intentional**

Churches **don't need complex leadership programs**—just a **clear and intentional plan** for helping people grow. When leadership development is **clear and intentional**, your church will **become stronger, healthier, and better equipped for ministry**.