Breakout: Developing Leader Pathways
Regional Connects 2025

Building Leader Pathways – Good Intro

Desired Outcomes this Breakout:
- Give you an example of how to develop or refine a Leadership Pathway in Your Context – Every church and every leader are unique
    - Rigid pathways don't work – Mike Gammill, Auxano Senior Navigator
- Research to inform your understanding of the landscape we're navigating
- Provide some resources and tools you may find helpful

Warm Up Question (all play): How would you define the relationship between discipleship and leadership development?
- Disciple is for everyone – it's the Great Commission
    - If we haven't already, we need to define this in our churches, and create opportunities beyond our Sunday services (reference our "Principles of Effective Discipleship" research from Spring 2024)
- Scripture makes a case for development beyond this for those who will influence and lead others.
    - James 3:1 - Not many of you should become teachers, my fellow believers, because you know that we who teach will be judged more strictly.
    - Acts – Mobilizing people to lead the effort of organization and care
    - Leadership as a gift

THE WHY: Crisis of Leadership
- Lack of leaders ready and willing to lead a church
- Anecdote – Dave Veach's stack of resumes 15 years ago versus now
- "More and Growing Leaders Together on Mission" – this need is driving the current mission of our movement
- We need more leaders prepared and ready to lead current churches and plant new ones, if we hope to not just maintain, but expand the Kingdom through Foursquare

THE WHAT: Characteristics of a Godly, Pastoral Leader
- In response to THE WHY, we're going to use our time to discuss defining the leader we're hoping to see, and what a pathway to get there might look like.
- Myla Example – My 10-year-old is learning to shot a bow. When you buy a bow, you also buy and arrow, and what? A Target!
- Today: Creating a target and aiming an arrow at it. I'm sure we've all heard the old goal development adage – if you aim at nothing, that's what you'll get.
- If we need more leaders, if we need more of YOU, let's define what it is we're aiming for, and then backfill how to get there.

- Characteristics – All 50 of us will come up with a different list. However, I'm guessing there is a significant amount of overlap in our list. They are all likely a different shade of blue. But if you don't have a target, you aim at nothing.
- Now – we're not talking about good kids' teachers or godly leaders pursuing marketplace success. These are great! <u>But we're specifically talking about pastoral leaders in the church, who are prepared and ready to lead existing churches or plant new ones.</u>

Discussion #1 (around tables) – THE WHAT - What are the characteristics and skills of a godly, pastoral leader?
- Share some things you discussed
- Importance of Wholistic development - Character, skills, mental, emotional, physical, time, self motivation, growth mindset, community and connectedness
- Spiritual Formation – We often think of what we need to add. But oftentimes it's the subtraction, the "desert experience," that is deeply formative.
   - Reference the research around suffering in the discipleship material
- Barna – Resilient Pastor (Glenn Packiam) - Resilience as a fundamental characteristic of leaders in 2025

Observations and Research
- Character versus skills on our list
- Flourish San Diego Research – thriving leaders need a balance of both character and skill development
   - Leaders we know that have great character, but lack skill. And conversely, leaders we know with great skill, but issues of character (church health issues)
- We can fixate on a "finished leader." Even if someone is not fully formed (were we?!), if they are on a trajectory of growth, we can send them in confidence, know growth will continue.
- Question - When is "ready enough?"

Intro Discussion #2
- Now we have a picture of what we're aiming for. How do we get there?
- When you shot a bow, do you just pull back and let it fly and hope for the best? So many components go into hitting a target – posture, stance, breath, pull, eye line, environment

Discussion #2 – THE HOW - What formative opportunities and skill building develop this leader?
- Share some things you discussed
- A good developments pathway should be wholistic
   - Mental/Emotional, Physical, Spiritual, Professional / Purpose, Pastoral Skills, Leadership Skills, Future Planning

Forbes on Developmental Culture: A strong developmental culture sees employees and team members with greater job satisfaction. "Opportunities for growth effectively keep talent engaged and committed by improving workers' sense of well-being, lowering anxiety and increasing confidence. Additionally, high-achieving, ambitious and motivated candidates are attracted to employers that can demonstrate a track record of advancement for those who perform well."

Primary goal in the marketplace is to retain your best talent. In contrast, our goal is to develop and ideally, to expand and send and advance the Kingdom.

"Trellis of Development"
- The reality of leadership pathways – rigid pathways don't work. It's also difficult to plug-and-play someone else's process into your church. We're all unique pastors, leading churches with a unique culture.
- **"Trellis of Development" – Customizable, Comprehensive, Collaborative**
- **Customizable –** A developmental pathway needs to be customizable – every context and individual are different. They have different stories and experiences and skills and developmental needs. Pick and choose various developmental opportunities, based on the unique leader and the unique context.
- **Comprehensive –** We must consider the whole leader – mental, emotional, physical, professional, pastoral, leadership skills, future planning

Question – Who's Responsibility is this?

- **Collaborative –** It's not just on us and it's not just on them.
  - **"Eco-system mentality" – It's not any one person's responsibility to develop leaders.**
    - Formal education – certificates and degrees
    - Local church
    - District – Regional Connects, trainings, FLC
    - Developmental Cohorts – These are developed or run by us, we just vet and promote them – EHL, David Beavis' cohort for young leaders
    - The leader themselves
    - Everyone has ownership in this – Not abdicating ownership, but spreading out ownership
- But this could be a wholistic trellis, that a leader has in their pocket, where they have tools, resources, and ideas they can utilize to guide, direct, support the development of leaders.

Intro Discussion #3
So say we have well developed leaders with great character and good skills that have a growth mindset, but they don't want to go. Why? This is a challenge we're facing in some of our churches. Great leaders who aren't stepping out to lead in their own contexts.

Discussion #3 – Why aren't some ready leaders going out?
- Hear some responses and insights
- Don't want to go alone, aren't feeling released, our culture of humble servitude

David Beavis – Pinch in the Leadership Pipeline – "Four Ways to Sabotage the Development of Future Pastors"
- Give the Unwanted "Character-Building" Tasks but withhold Opportunities
- Detached, Top Down Maxims over Observation – Sage on the Stage versus guide on the side
- Wait your turn – And continually moving the target
- Be miserable – If we're not careful, we don't set a positive example that being a Lead Pastor is a joy and a gift!

Generational Realities (Lori)
- What generational traits may inform this
- A couple of research-based nuggets to help inform why they aren't going / what we can do to help them feel more supported, prepared and ready to go.
    - They are community-oriented, participatory and dialogical learners, longer lives = longer life runways   SEE CHART ON LAST PAGE

Discussion #4 - What might we need to adjust, in our own leadership, posture, and language, to better support the development and sending of leaders? How do we create a sending culture?
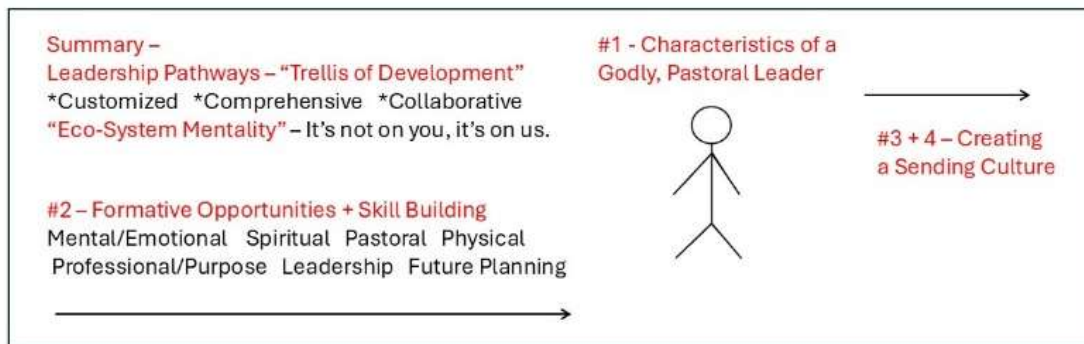- Hear some thoughts from the group
- ? – Is a pastor doing something (inadvertently) to prevent the development and sending of leaders?
- Requires access to developmental opportunities, a leader without an ego
- We must self-regulate and not project onto someone else. We may have decades more experience then them – it's not fair to expect them to be us
- We should commit to staying in relationship and mentorship after they've been sent
    - Example: NLP Cohort is awesome, but it was created to address a deficit

SUMMARY
We don't have the whole solution. However, research and observation tell us we know some pieces of this puzzle, including:

- Create a clear desired outcome – What does the leader look like we're trying to create?
- Clear and available developmental opportunities – What a great way to spend your MIF

- Have an eco-system mentality – We're all in this!
- Create a compelling desire – Does leading or planting a church seem desirable, based on the picture we've painted for emerging leaders?
- Have a sending culture – Celebrate, support, resource, commit to community

Summary –
Leadership Pathways – "Trellis of Development"
*Customized *Comprehensive *Collaborative
"Eco-System Mentality" – It's not on you, it's on us.

#1 - Characteristics of a
Godly, Pastoral Leader

#3 + 4 – Creating
a Sending Culture

#2 – Formative Opportunities + Skill Building
Mental/Emotional Spiritual Pastoral Physical
Professional/Purpose Leadership Future Planning

Research Summary

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Generational Differences Chart, Lori Snyder, March 2025

Four Ways to Sabotage the Development of Future Pastors, David Beavis, Jan 21, 2025

Learning And Development Are Key To Workplace Culture, Forbes, Oct 2, 2023

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Principles of Effective Discipleship" – Research project conducted by the Northwest
District, Spring 2024
Discipleship Research

"Teams that Thrive: Five Disciplines of Collaborative Church Leadership," Ryan Hartwig
Teams That Thrive: Five Disciplines of Collaborative Church Leadership: Hartwig Ph.D.,
Ryan T., Warren Bird, Dave Ferguson: 9780830841196: Amazon.com: Books

"The Resilient Pastor: Leading Your Church in a Rapidly Changing World," Glenn Pakiam
and Barna
The Resilient Pastor: Leading Your Church in a Rapidly Changing World - Kindle edition by
Packiam, Glenn, Kinnaman, David. Religion & Spirituality Kindle eBooks @ Amazon.com.

"Creating a Missional Culture: Equipping the Church for the Sake of the World," JR
Woodward
Creating a Missional Culture: Equipping the Church for the Sake of the World (Forge
Partnership Books) - Kindle edition by Woodward, JR, Hirsch, Alan. Religion & Spirituality
Kindle eBooks @ Amazon.com.

Interview - Mike Gammill, Senior Navigator, Auxano Consulting

GENERATIONS CHART – CONNECTION 2025

	BOOMERS – Age 61-80 (Born-1946-1964)	GEN X – Age 45-60 (Born 1965-1980)	MILLENNIALS – Age 29-44 (Born 1981-1996)	GEN Z – Age 13-28 (Born 1997-2012)
ENVIRONMENT	AUTHORITY CONTROL STRUCTURE	INDEPENDENT ADAPTABLE	COLLABORATIVE FLEXIBLE STABLE COMMUNITY	COLLABORATIVE FLEXIBLE CHANGE / DIVERSE COMMUNITY
COMMUNICATION	FACE-TO-FACE COMMUNICATION	DIRECT COMMUNICATION	OPEN COMMUNICATION	QUICK/DIRECT/ OPEN COMMUNICATION
LEADERSHIP	COMMAND DIRECTION STRUCTURE	AUTONOMOUS OWNERSHIP TRUST CLEAR EXPECTION	TEAMWORK EMPOWERED SHARED DECISION MAKING	TEAMWORK WITH INDIVIDUALLITY EMPOWERED MAKE MEANING / KNOW THE PURPOSE
GUIDANCE	DIRECTED	SUPPORT WHEN NEEDED	FEEDBACK / CRITIQUE	CHECK INS DEVELOPMENT