

Leading at Full Capacity



The Integration of Character,
Calling, and Competence

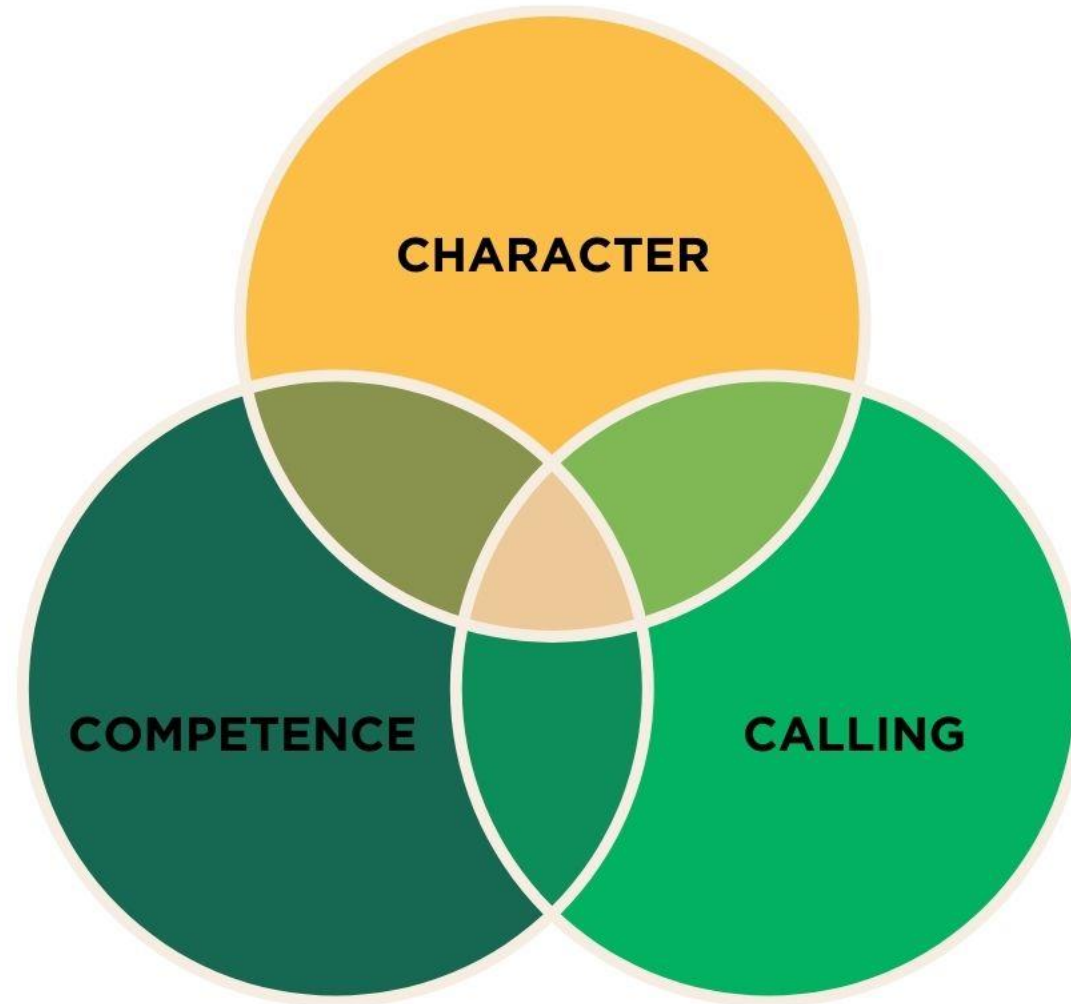


Leading at Full Capacity

Intentionally living into the full expression of the God-design for your life.



Leadership Capacity



Growing Your Capacity



Just as a stool has three legs, there are three foundations of effective leadership. All three must be present and in balance for the leader to grow holistically.

CHARACTER



Growing in Christlikeness as a disciple of Jesus (heart)

CALLING



Ongoing discovery of your God-given identity and mission for your life

COMPETENCE



Development in knowledge (head) and skill (hands)

COMPETENCE FORMATION



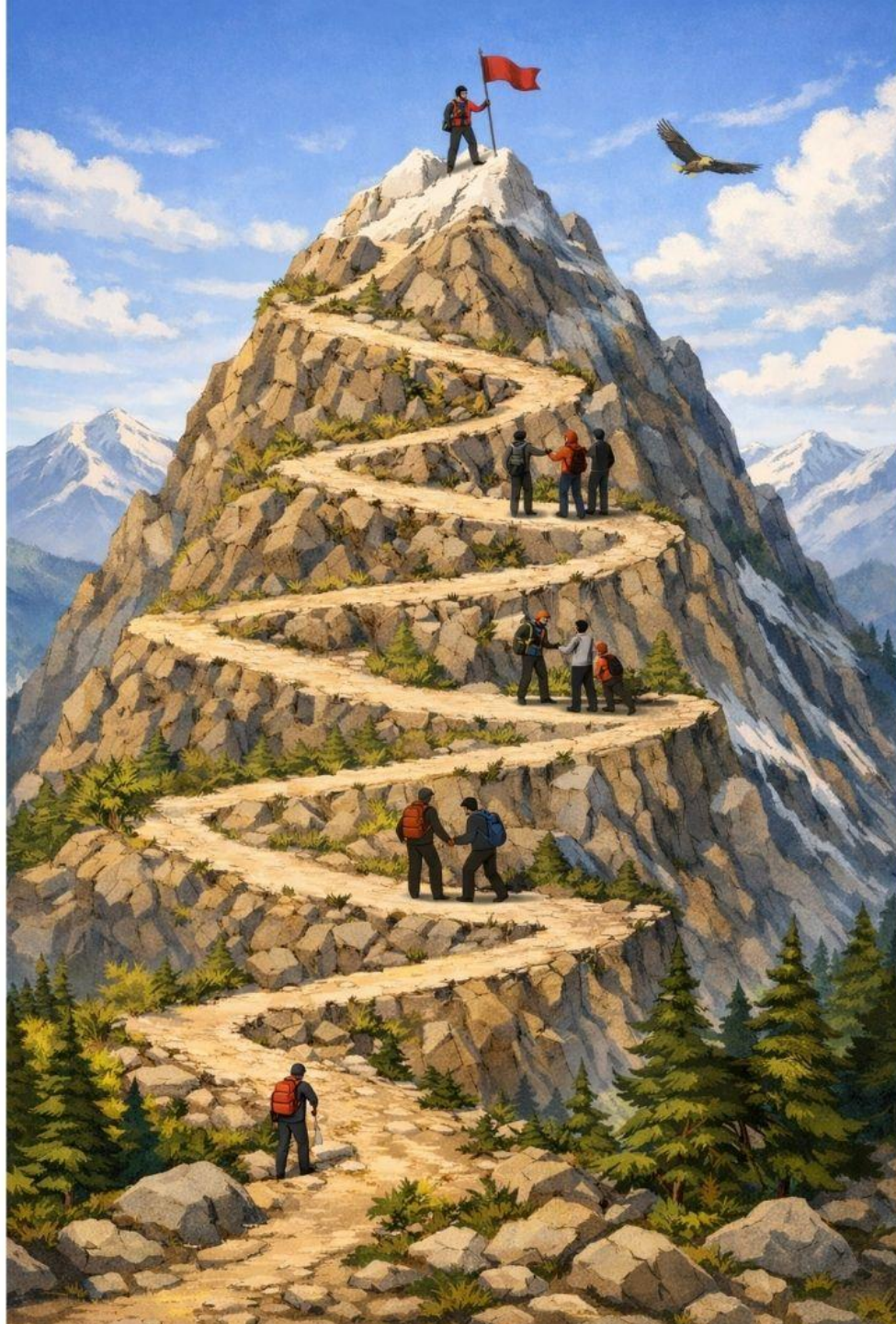
Knowledge (HEAD)

learn new things



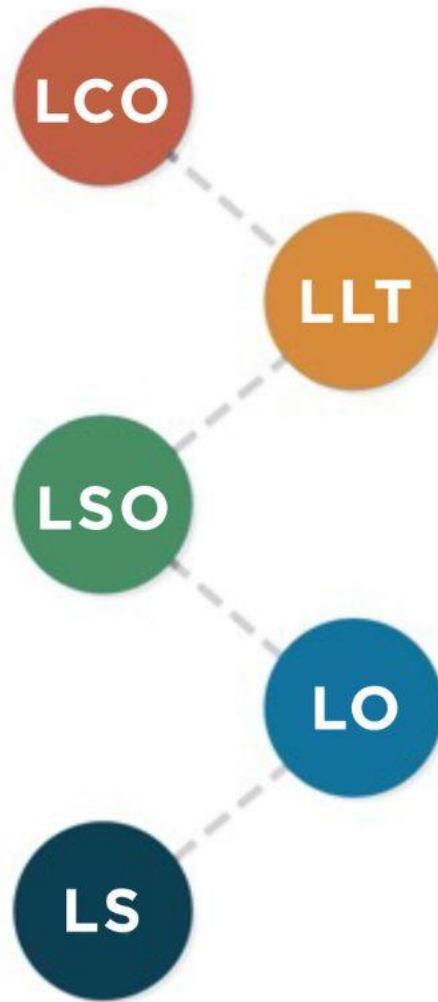
Skills (HANDS)

put it into practice



LEADERSHIP PIPELINE





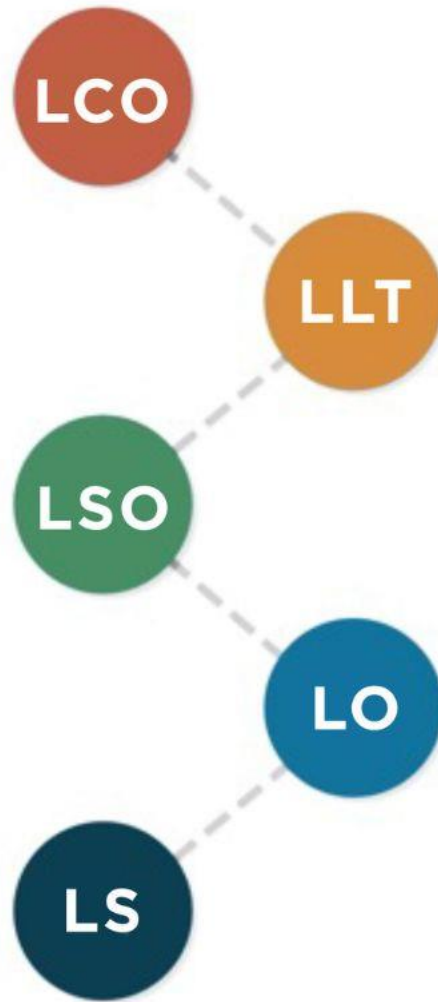
Leading Self

A foundational stage you never graduate from.

- Ongoing discipleship: submitted to Christ, rooted in community, practicing life-giving disciplines
- Demonstrates humility, curiosity, initiative, empathy, and emotional maturity
- Has clarity of calling and a written personal development plan
- Brings recognized skill and value to the team through developed gifts
- Practices strong followership — responsiveness to leadership precedes leading others

Passage Question:

- Do I have followers? Am I influencing others? If so, how does that reshape my responsibility to support and guide them?

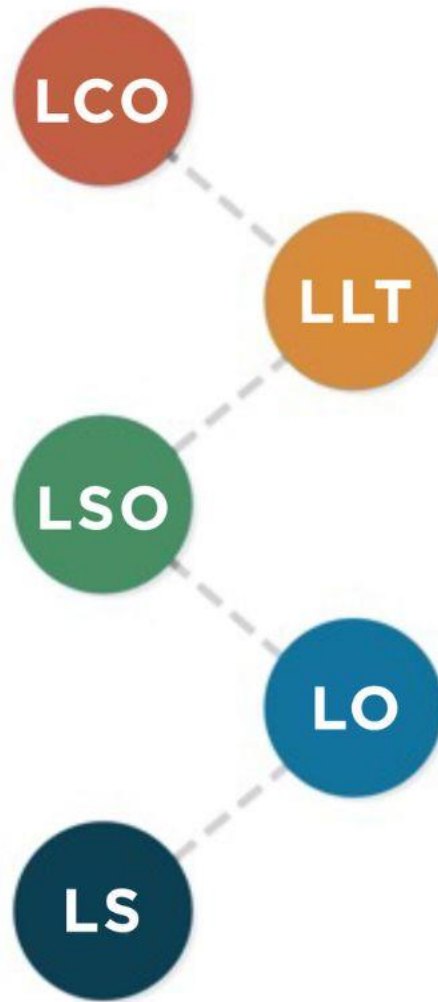


Leading Others

- Leading others begins with becoming someone others want to follow — shaped by servant-hearted character, not personality or title.
- Influence grows through trust, relationships, and intentional care for the people around you.
- Leadership at this stage is informal — marked by friendship, encouragement, and presence more than tasks.
- The leader cultivates spiritual attentiveness: praying for others, caring well, and growing in cultural awareness and humility.

Passage Question:

- As responsibility and delegation increase, how do I navigate expectations and protect healthy, honest friendships with those I lead?

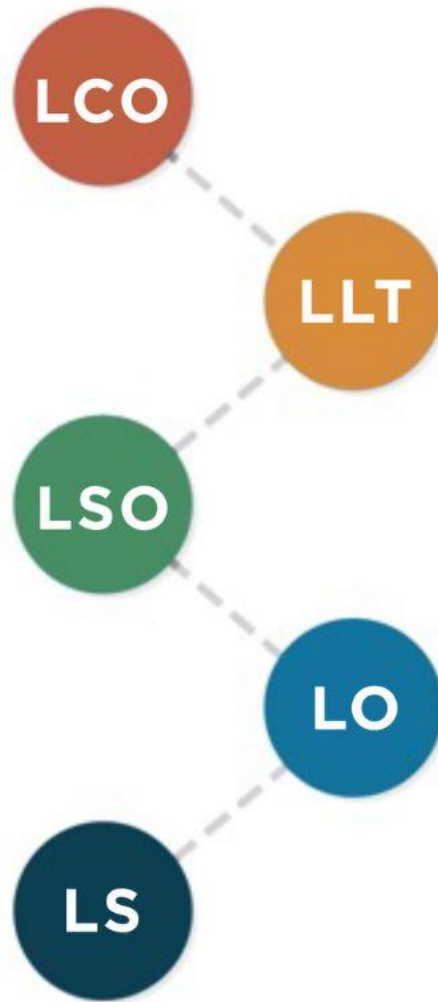


Leading A Simple Organization

- “Organization” here simply means a structured group with a designated leader (not necessarily formal).
- Core skills: delegation and accomplishing work without diminishing relationships.
- The leader relates one-to-one with members, defines roles, oversees tasks, and holds primary decision-making responsibility.
- Growth from LO to LSO means managing both relationships and task execution, including basic group dynamics.
- The group expands by adding members who primarily relate to the single leader (followers are not yet leading others).

Passage Question:

- As I become less hands-on, how do I release control, maintain quality, and grow comfortable leading through delegation?

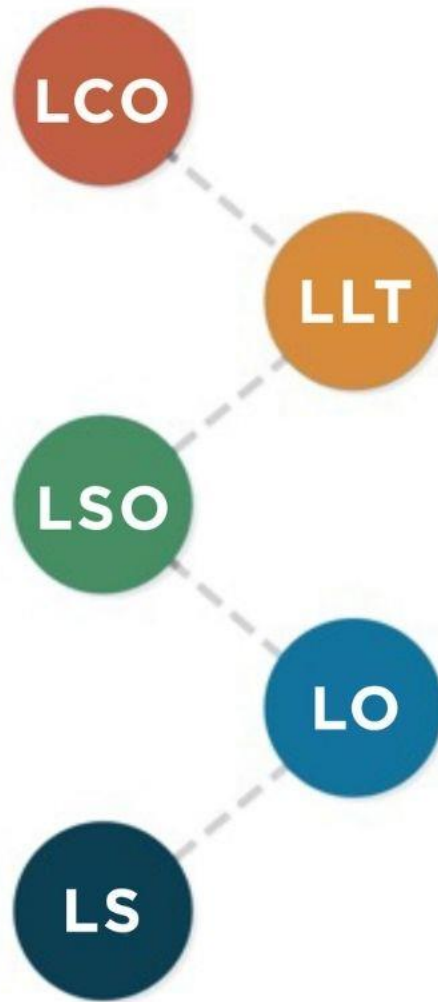


Leading Leaders of Teams

- This is the most strategic and demanding leadership transition — shifting from managing tasks to developing leaders for long-term continuity and succession.
- Work is accomplished almost entirely through others; the leader's identity shifts from individual contributor/manager to leader of leaders.
- Success is redefined: fulfillment now comes from developing people, not from personally producing results.
- The focus moves from delegation to multiplication — selecting and shaping team members who can lead cross-functionally and develop others.
- The team functions collectively: shared ownership, conflict resolution, rotating leadership, and mutual development.
- The goal expands from task completion and team chemistry to leadership development and deployment.

Passage Question:

- Am I seeking outside perspective and growing in strategic, conceptual, long-term leadership capacity?



Leading A Complex Organization

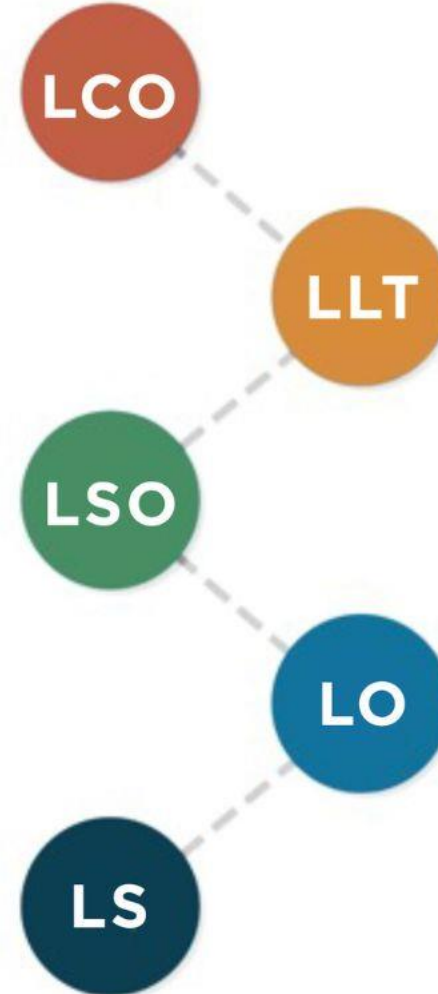
- Leadership shifts to shaping vision, culture, and long-term direction across the entire organization — no longer managing the parts, but stewarding the whole.
- The leader thinks systemically: understanding how teams interrelate and how the organization fits within its broader spiritual, social, economic, and cultural context.
- Focus moves from internal execution to external awareness, future opportunities, and proactive change.
- Requires a strong LLT person(s) serving with them to handle operations, freeing the leader to function as visionary, culture shaper, and organization-wide communicator.
- Stewardship includes strategic financial oversight, executive team alignment, and openness to outside analysis and consultation.

Passage Question:

- Am I developing qualified successors who could lead the entire organization?

LEADERSHIP REFLECTION

- Which stage or leadership passage best describes where I am right now?
- Are there growth areas I may have skipped—or need to revisit in this season?
- Is there a new leadership passage I'm being invited to step into in the season ahead?



Building a Development Pathway in your Church

Leadership growth isn't accidental.
It's intentional.





STAGE ONE: DISCIPLE

LEADING SELF AS YOU FOLLOW JESUS

- **Attending Sunday morning worship gathering**
- **Participating in a small group**
- **Taking equipping classes**
- **Practicing spiritual disciplines**
- **Being formed daily by the Holy Spirit**

STAGE TWO: LEADER

LEADING + SERVING OTHERS IN SIMPLE WAYS

- **Serving in Nursery, KidMin, Youth**
- **Greeter team**
- **Clean team**
- **Usher team**
- **Sound + media team**
- **Worship team**
- **Communications team**

STAGE THREE: TEAM LEADER

LEADING LEADERS

- Nursery Team leader
- Greeting Team Leader
- Ushers Leader
- Sound + Media Team Leader
- Worship Leader
- Lead Musician
- Communications Leader

STAGE FOUR: MINISTRY DIRECTOR OR STAFF PASTOR

LEADING TEAM LEADERS OR LEADING A MINISTRY AREA

- **NextGen Pastor**
- **Worship/Creative Arts Pastor**
- **Care Pastor**
- **Connections Pastor**
- **Equipping/Discipleship Pastor**
- **Admin Director**
- **Executive Pastor**

STAGE FIVE: LEAD PASTOR

LEADING THE CHURCH

Becoming a Lead Pastor isn't the pinnacle of success. However, in a local church context, it's an important stage of competency development, and calls for continual growth and refinement in the needed leadership skills for that role.



PATHWAY REFLECTION

- What is one personal change, in mindset or habit, you need to make to become a leader-developer?
- What is one change your church can make to prioritize intentional leadership development?



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Let's Connect!

bhackbarth@foursquare.org

