

DREAM OF DESTINY



BUILDING A STRONG LEADERSHIP TEAM IN A COMPLEX SEASON

Scope. Rethink. Rebuild. Release.

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TODAY'S CHALLENGE



- The world is unraveling.
- People are looking for hope.
- How are we leading as The Church?

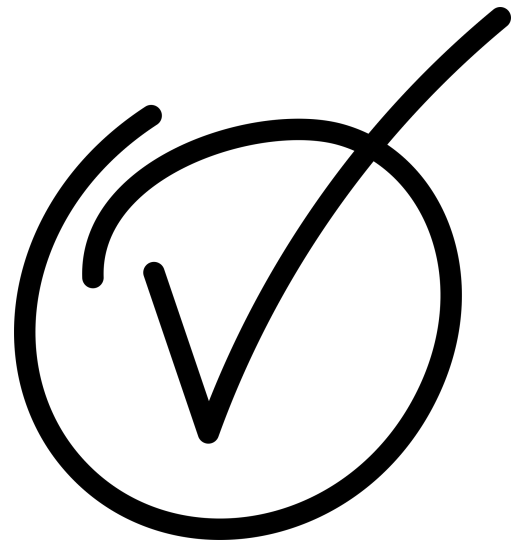
Key Point: The pressure *isn't just out there. It's inside.*

Missional Impact Begins with You and Your Leadership Team.

Remember: *A strong team builds a strong church. A strong church transforms their community.*



THE PRESSURE IS REAL.

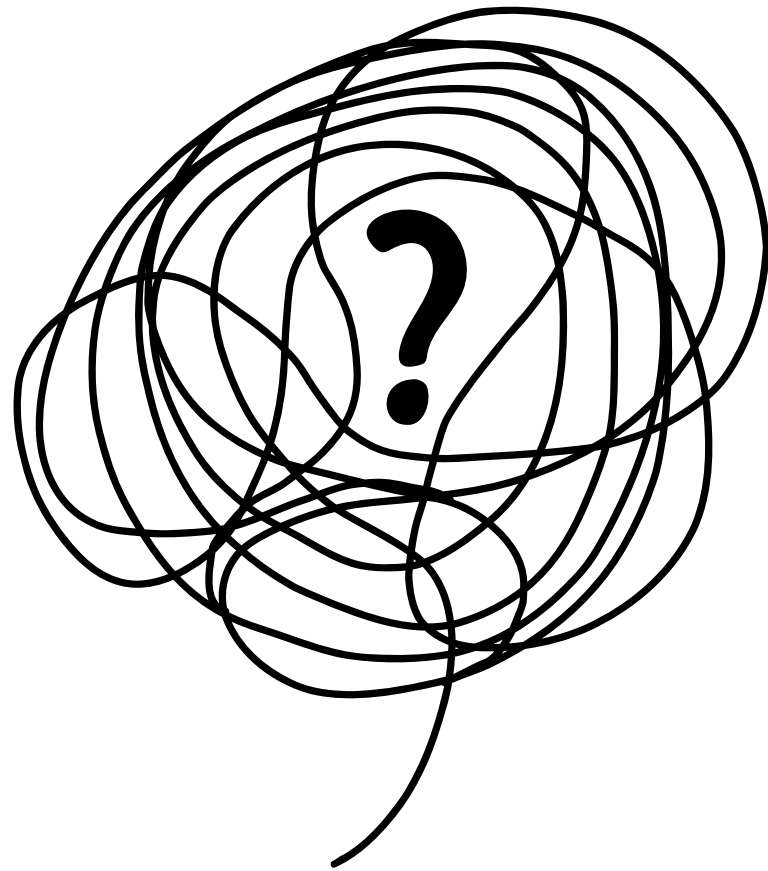


- Dual Pressure.
- Shepherding the Flock & Leading Your team.
- Carrying the Load and Overseeing the Vision.

Key Point: Leading a team that's out of sync or out of gas while carrying the vision alone is one of the biggest reasons pastors lose sleep at night.



THE #1 QUESTION.



What do you do when you've ...

- **Prayed.**
- **Fasted.**
- **Asked.**
- **Passed on responsibilities.**

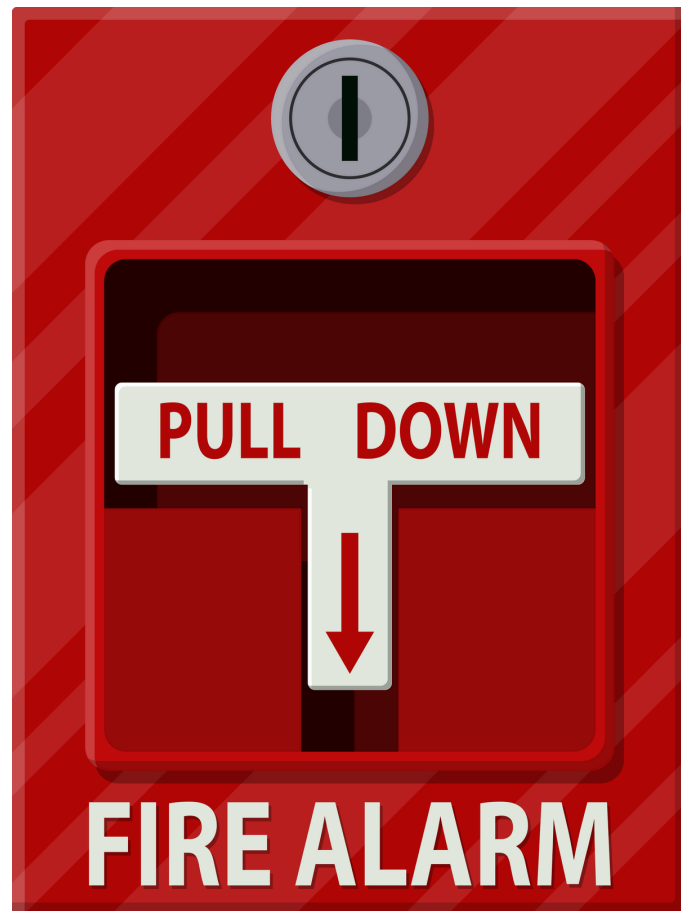
No Change. No Fruit. *Not Yet.*



URGENCY.



The Church cannot afford to lead misaligned teams.



- *The Harvest is plentiful.*
- *The Laborers are few.*

—Matthew 9:37

- *Ineffective leadership teams.*

What do you do next?



1.0 SCOPE THE LAND

Before you lead, look closely.

- Ask God for courageous clarity.
- You can't lead forward until you take a hard look at what's really in front of you.
- Become more like Joshua & Caleb (Numbers 13-14).

Key Point: This exercise isn't about suspicion or trust. It's about exercising wisdom, spiritual discernment, and practical common sense.



1.1. SCOPE THE LAND

Assess your Terrain

- Every season may require different kinds of leaders.
 1. Is your vision solid for the season you are in?
 2. Does your team understand, support, & advance it?
 3. Who's carrying the mission or coasting on momentum?

Key Point: You can't expect the right results from the wrong team or fruit from the right team in the wrong season.



1.2 SCOPE THE LAND

Identify & Discern What's Working Versus the Familiar

- **Fruit.** (Measurable church or ministry impact)
- **Faith.** (Who demonstrates belief when results aren't immediate, momentum fades, or ministry gets messy?)
- **Fit.** (Who's in a role that no longer suits them or one they've already outgrown?)

Key Point: You can't lead based on who's always been there, you have to lead based on who's called for the season.



1.3 SCOPE THE LAND

Get into God's Presence Before You Build Structure.

- Don't make reactionary decisions when under pressure.
- Before you shift people, let God change your posture.
- Don't let fear cause you to disobey God's voice. Obedience protects more than outcomes it protects the mission.

Key Point: Spiritual alignment must come before structural adjustment, or you'll fix what God never asked you to change.



2.0 RETHINK.

Shift your Mindset Before You Restructure Ministry.

- It's not just who's on your team, it's how you see them.
- A leader's presence at the table or in the room doesn't mean they are producing.
- Your ministry model may need updating, not your team.
- You might feel maxed, not from team size, but carrying pressure you've never verbalized or challenged.

Key Point: You're not failing — you're just leading with a mindset and model that no longer fit your season.

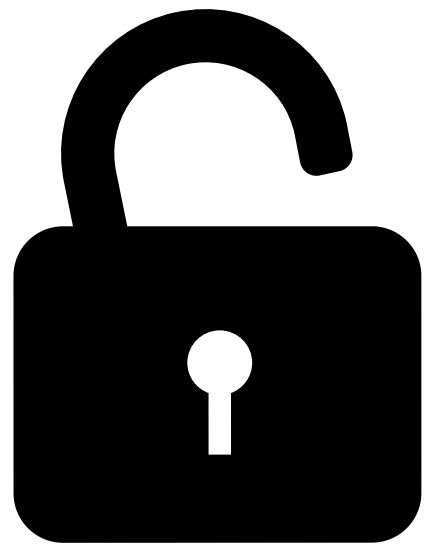


3.0 REBUILD.

Rebuilding isn't random, it's a Kingdom investment.

- Rebuilding is strategic, not a reactive or emotional response
- Rebuilding is future-focused, not just patching up the past.
- You're investment must align with the mission
- Rebuilding should align with the mission and the season — not just the moment

Key Point: Don't rebuild to relieve pressure. Rebuild to better execute Kingdom purpose.



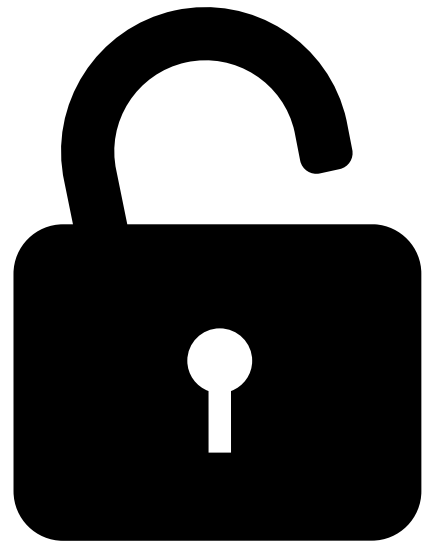
3.1 REBUILD.

Strengthen the teachable, stop rescuing the draining

How to Spot a Rebuild Opportunity:

- Who's loyal and loves the mission (not just the title or position)
- Who's teachable and humble?
- Who exhibits accountability?
- Who leads with creativity and initiative — not just issues?

Key Point: Rebuilding is about investing in future-ready leaders, not rewarding proximity or past loyalty.



3.2 REBUILD TO WIN

Equip, Empower, and Entrust for Kingdom Impact

Simple Rebuild Strategy | Start Here.

- Clarify the win.
- Coach in real time.
- Celebrate progress, not perfection.
- Demand Individual development with accountability

Key Point: You're rebuilding the few, the faithful, and mission-ready.



4.0 RELEASE

Exercising discernment & boldness to make the call

Common Pastor Objections to Releasing Someone

- Maybe things will improve.
- Praying that they will see they're not the right fit.
- They've been here a long time, so...
- Let's give it more time to shift things around.
- They're a volunteer, I can't treat this like a job, (true, but...)

Key Point: You're rebuilding the few, the faithful, and mission-ready.



4.1 RELEASE: THE RIGHT WAY

Practical, legal and spiritual guidelines

How to release someone with integrity and care

- Be clear, speak truth, use grace.
- Document the process.
- Affirm their value, but acknowledge the need for a shift.
- Create a graceful exit plan (care for their dignity)
- Pray for wisdom and healing.
- Seek legal counsel if needed before acting.

Key Point: Releasing someone well honors the Lord and reflects your leadership and stewardship.

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Q & A

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