

DREAM OF DESTINY



GROW THE LEADER. GROW THE CHURCH.

Building a Culture Where Leadership Maturity Fuels Ministry Growth

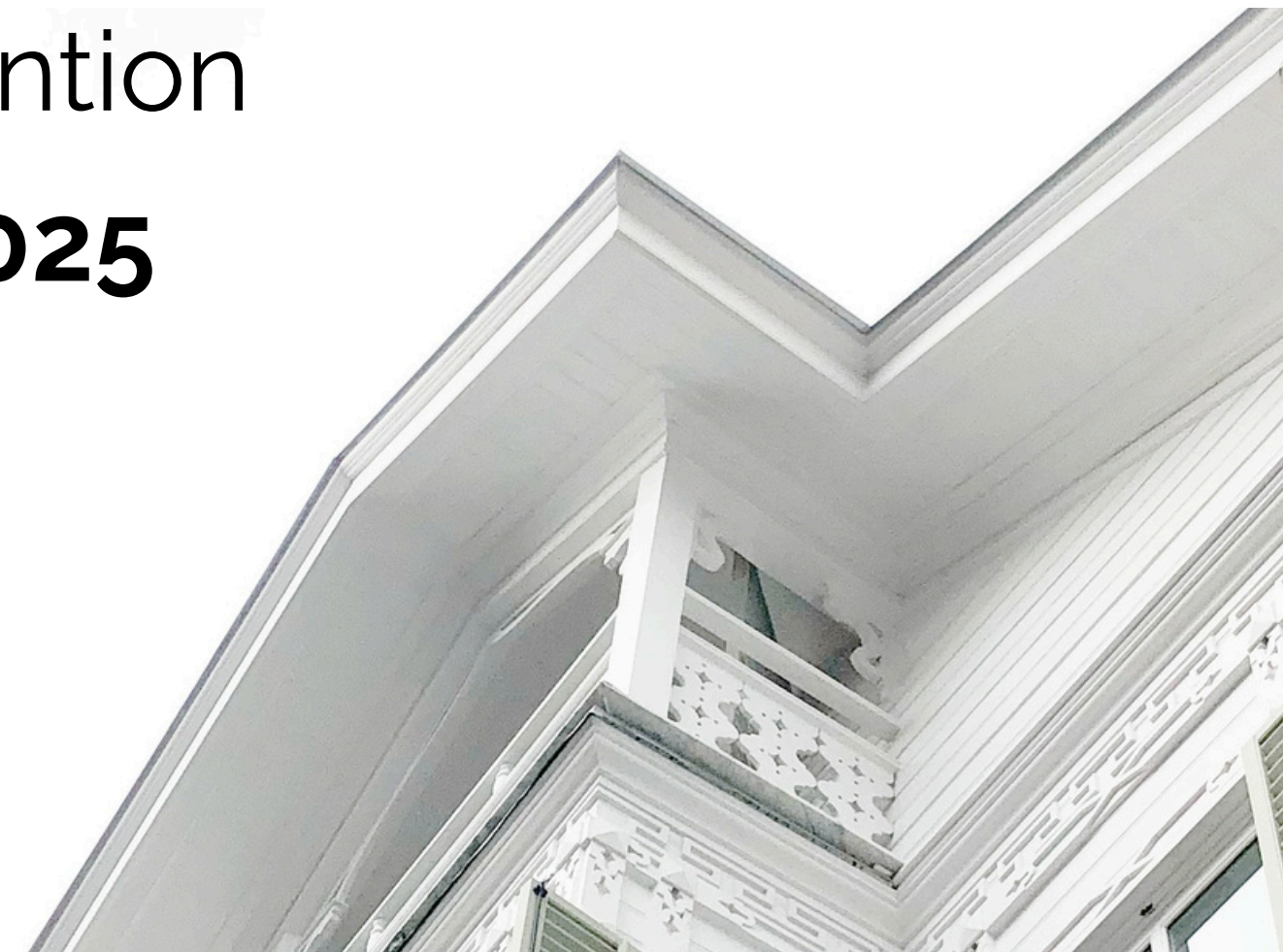
North Pacific Baptist Convention

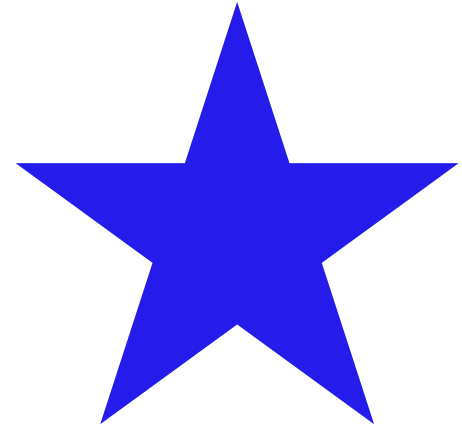
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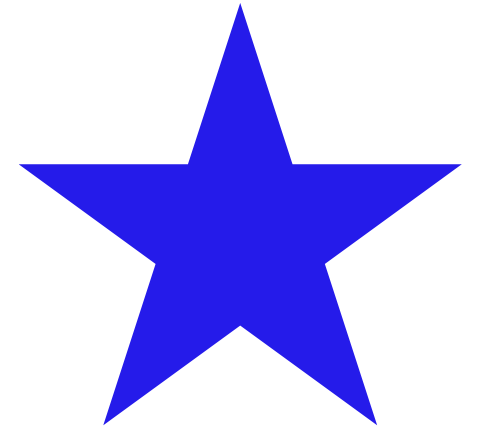
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TODAY'S CHALLENGE



You can't grow your church and impact your community if you're not pouring into your leadership team.

Key Point: Leadership development is the engine behind church growth and impact. When leaders expand, ministries align, people engage, and churches thrive.

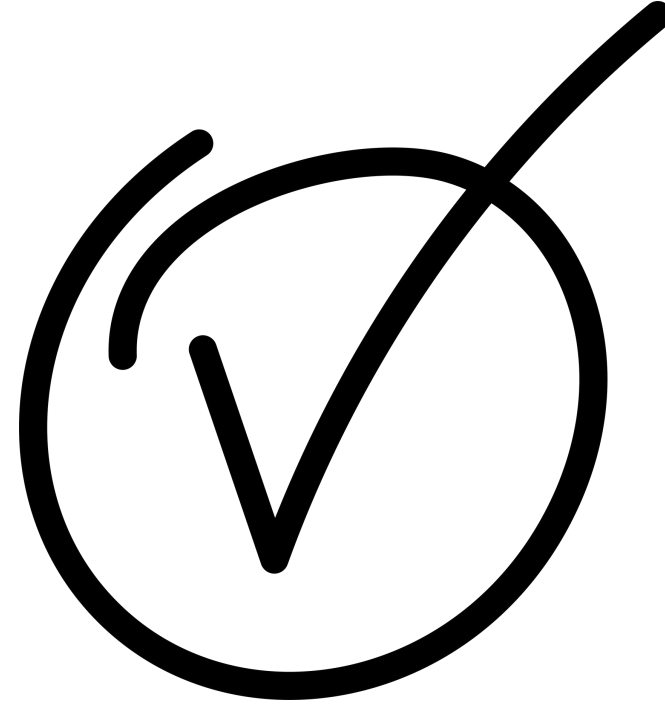


FROM FOUNDATION TO FORMATION



- You've scoped the land.
- You've rethought your leadership structure.
- You've taken steps to rebuild what was misaligned.
- You've released what no longer fits.

Key Point: Structure brings order. Formation builds leaders who can carry the mission forward.



Pastors & Ministry Leaders Reality Check



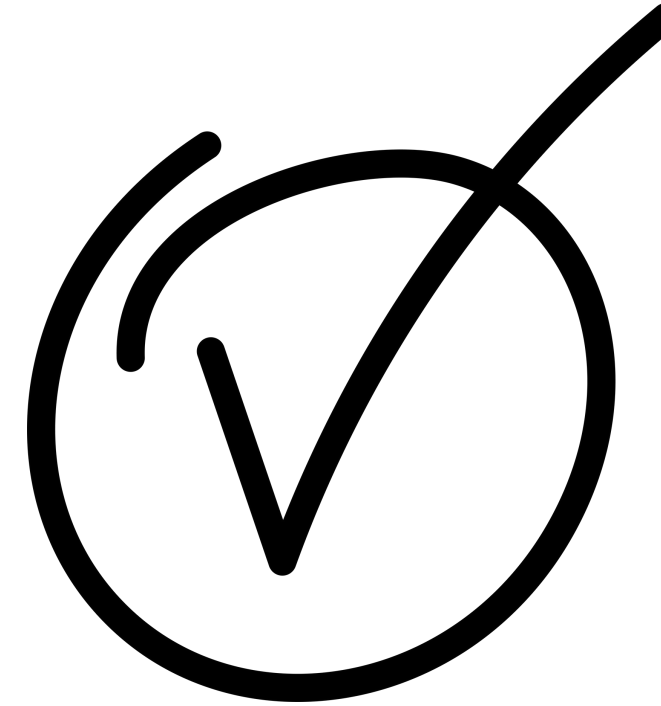
PASTORS & MINISTRY LEADERS REALITY CHECK

Felt Needs In Your Leadership-Building Struggle

- You inherited your leadership team or built it, but something's still off.
- Your ministry leaders & congregation don't reflect your community.
- Motivation is low. People love "titles" more than the work.
- You changed the org chart but the culture hasn't shifted.
- Your systems belong to a past season & can't support your current team.

Key Point: When leaders aren't formed and shaped, they don't grow — they drift, distract, or derail the mission.

“You’ve seen the challenge. You’ve named the tension. Now let’s talk about the shift that actually unlocks growth.”



Function to Formation

Key Point: Time to pivot. You’ve been focused on roles, charts, systems, and survival. But real growth won’t come from just managing function. It comes from forming people.

“

Think about your own leadership journey. Did someone just train you or did they shape you too? Let's talk about what that kind of formation looks like to grow your leadership team.

”



Unlocking Leadership Growth



LEADERSHIP GROWTH STARTS HERE.

3 Areas that Shape Healthy Leaders & Ministry

- **Spiritual** — Leader's can't give what they don't have
- **Strategy** — Weak strategy leads to burnout bottleneck
- **Structure** — Even strong vision will collapse under weak systems

Key Point: Leadership development is the engine behind church growth and impact. When leaders expand, ministries align, people engage, and churches thrive.



DISMANTLE WHAT'S BLOCKING GROWTH

Each barrier represents a different leadership block

- Burnout is high, but no one's asking why **(Emotional)**
- Leaders show up without ownership **(Relational)**
- Some movement, but no momentum **(Strategy)**
- Weak systems **(Structure/Processes)**

Fast Fact: Even If you leave one barrier unaddressed, it can lead to a bottleneck resulting in friction and frustration, stalling any forward motion.



Multiply The Impact of Your Leadership Team

What do you see that's already working?



MULTIPLY THE IMPACT OF YOUR LEADERSHIP TEAM

Build a Scalable Leadership Strategy

- Equip leaders to **execute** and **reproduce**
- Create systems that **invite others to step in and step up**
- **Share leadership wins** (stories) that reinforce vision & spark momentum.

Key Point: Multiplication doesn't happen by default. You've got to build it in, one leader, one system, one story at a time.



LEADING FORWARD



LEADING FORWARD: 30-DAY PLAN

What to Do Now to Build Leadership Momentum

- Identify one area where senior leadership feels stuck (name barrier).
- Revisit your ministries: still relevant and evolving?
- Have one conversation this month to begin multiplying responsibility.
- Reinforce church culture: Implement storytelling of growth and impact (staff, leadership, congregation)

Key Point: Leadership growth happens when you choose to lead differently today. Start small. Start now. Don't stay stuck.



You've got this. Why?

***Because God's got you & your leadership team
in the palm of His hands. — Isaiah 49:16***

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Q & A

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