

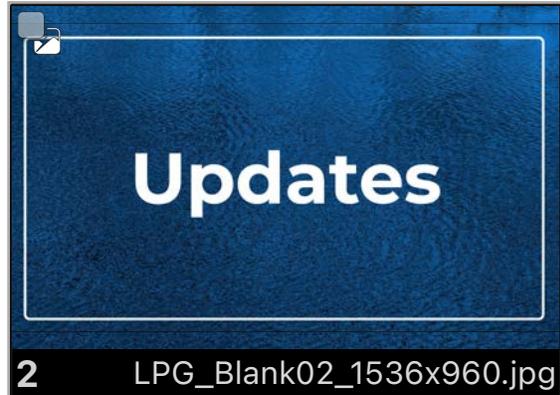
## Lead Pastors Gathering Afternoon



**LEAD  
PASTOR  
GATHERING**

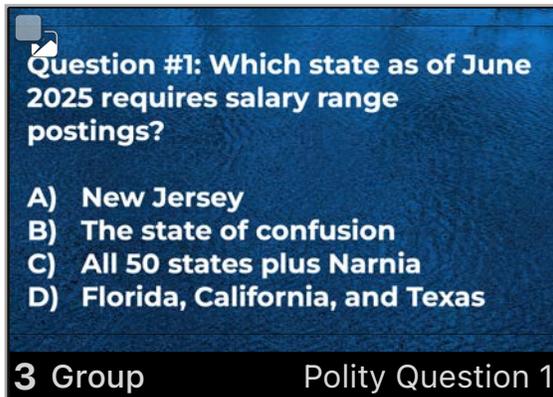
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**1** Group Lead Pastor Gathering (1...



**Updates**

**2** LPG\_Blank02\_1536x960.jpg



**Question #1: Which state as of June 2025 requires salary range postings?**

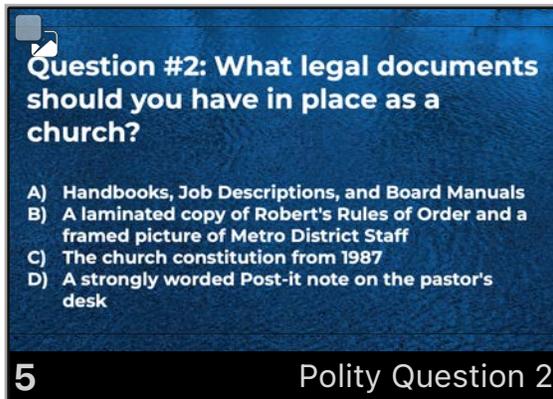
- A) New Jersey
- B) The state of confusion
- C) All 50 states plus Narnia
- D) Florida, California, and Texas

**3** Group Polity Question 1



**bsnyder@metrocoma.org**

**4** LPG\_Blank02\_1536x960.jpg



**Question #2: What legal documents should you have in place as a church?**

- A) Handbooks, Job Descriptions, and Board Manuals
- B) A laminated copy of Robert's Rules of Order and a framed picture of Metro District Staff
- C) The church constitution from 1987
- D) A strongly worded Post-it note on the pastor's desk

**5** Polity Question 2



**jashby@metrocoma.org**  
**bsnyder@metrocoma.org**

**6** LPG\_Blank02\_1536x960.jpg

**Question #3: Where is Workplace Harassment training required for ALL church employees?**

- A) New York
- B) Only in churches with more than 3 drama-prone staff members
- C) Only in churches that serve coffee in the lobby
- D) Just in buildings constructed before 1995

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Polity Question 3

**Telios training discount available for churches.**

**[bdaniels@metrocoma.org](mailto:bdaniels@metrocoma.org)**

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**Question #4: Who is required to do workplace harassment training in the Metro District?**

- A) All Official Workers
- B) Your In-Laws
- C) Your oldest elder
- D) The Youth Pastor

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**LEAD  
PASTOR  
GATHERING**

0:05.00

10 Group Lead Pastor Gathering (...)

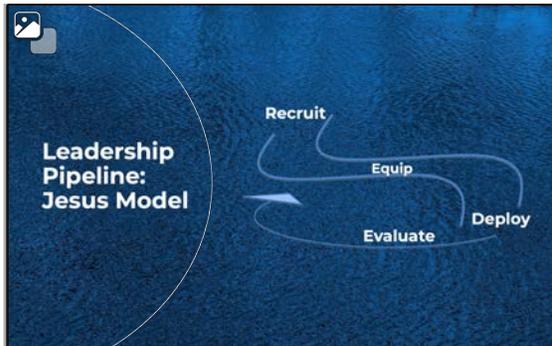
**Multiplying  
Leaders**

11 Group LPG\_Blank02\_1536x960...

**We have expectations that we can go to a grocery store where there are many ready-made options for food. It's just a matter of selecting the one that is best for us. That's a big contrast to the experience of growing our own food, which is a long-game process that requires soil, seeds, tending, time. Sometimes we (mostly unintentionally) bring similar expectations to "finding" leaders, rather than "developing" leaders.**

*-David Lane*

12 Group LPG\_Blank01\_1536x960...



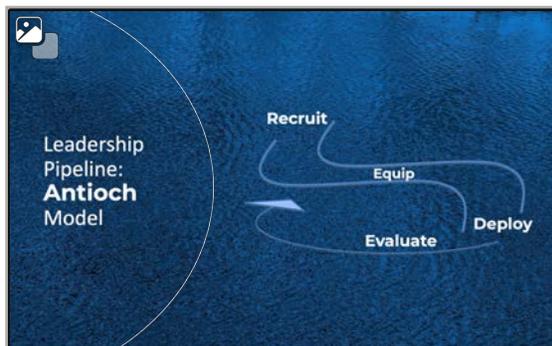
13 Group Slide2.jpeg

- **Recruit:**
  - Jesus called and identified 12 disciples to follow Him. Individuals who wanted to be on mission with Him.
- **Equip:**
  - Jesus trained the disciples to do the work of the Kingdom. Jesus trained them with hands on ministry.

14 Slide3.jpeg

- **Deploy:**
  - Jesus sent out the disciples to do it together, without Him. They were sent out to do the ministry and have hands on experience.
- **Evaluate:**
  - Jesus would debrief after ministry moments. After the disciples fed all the crowds, Jesus processed with them. After they went out in groups of two, Jesus processed all they had seen and learned. They discussed what happened and what didn't happen.

15 Slide4.jpeg



16 Slide5.jpeg

- **Recruit:**
  - Leaders identified Barnabas and Paul
- **Equipped:**
  - Trained them both
- **Deploy:**
  - Appointed them to leave and lead a new Gospel expression
- **Evaluate:**
  - New work began in Cyprus and beyond

17 Slide6.jpeg



18 Slide7.jpeg



- **Recruit:**
  - the team with whom you want to start a movement.
- **Equip:**
  - them on how to live the missional life and disciple others to do the same.
- **Deploy:**
  - your team into their communities to go out and do Kingdom work.

**19** Slide8.jpeg



- **Evaluate:**
  - what they have seen and learned.
  - process through difficulties and frustrations
  - identify areas of growth and celebrate Kingdom victories!

**This is a time of practical coaching and spiritual support.**

- **Repeat: Recruit. Equip. Deploy. Evaluate.**

**20** Slide9.jpeg



**The fruit of your work grows on other people's trees.**

*Peter Drucker*

**21** Slide10.jpeg



**Recruiting Leaders: 5 C's**

**1. CHARACTER**

- Is this person spiritually and emotionally mature?
- Do they have healthy relationships?
- Do they hear from the Holy Spirit and respond in obedience?
- Are they a person of integrity?



**22** Slide11.jpeg



**Recruiting Leaders: 5 C's**

**2. CAPACITY**

- Does this person have the available time in their current season of life to lead something?
- Do they create space in their schedule to be available?
- How do they react under stress or difficult situations?



**23** Slide12.jpeg



**Recruiting Leaders: 5 C's**

**3. CHEMISTRY**

- Do you like this person?
- Do other people like this person?
- Do you and others enjoy working with him or her?
- How does this person handle pressure?



**24** Slide13.jpeg

**Recruiting Leaders: 5 C's**

4. **COMPETENCY**

- Do they have the skills and the ability to lead properly?
- Are they efficient in what they do and how they do it?
- Can the person learn what you need him or her to learn?
- Does this leader have access to the skills needed?



**25** Slide14.jpeg

**Recruiting Leaders: 5 C's**

5. **CALLING**

- Is this individual called to this specific work at this specific time?
- Have you heard from the Lord for them?
- Has this individual heard from the Lord as well?



**26** Slide15.jpeg

**Multiplying Leaders**

- Identify key people
- Cultivate a culture of learning
- Release your team to lead
- Celebrate the victories and understand there will be growth opportunities where one can learn



**27** Slide16.jpeg

**Summary of the 5 C's**

- Character
- Capacity
- Chemistry
- Competency
- Calling

**28** Slide17.jpeg

**LEAD PASTOR GATHERING**

0:05.00

**29** Group Lead Pastor Gathering (...)