

LEADER CONVERSATION GUIDE

# How to Change the World Without Exhausting Yourself - Episode 203

## Common Core Issues

Having served on the ground with over 500 churches, our team has identified some common core issues that seem to get churches stuck. Today we're talking about a core issue that causes churches to stunt their own growth and potential: the **challenge of empowering leaders**, especially high-level volunteer leaders, in the ministry of the church.

Oftentimes in the busyness of our ministry, our days get filled with the things that are urgent, and we spend a lot of our time trying to do all the work of ministry by ourselves. We sat down with Andrea Lathrop, Executive Pastor of Leadership Development at [Oaks Church](#) and a consultant with us at The Unstuck Group, who shared that:

*"Because ministry is challenging and there are a lot of pressures and responsibilities, sometimes the work that is longer-term in its fruit can be put on the back burner. The tyranny of the urgent is where I find myself living and working a lot of the time. I'm focused on whatever is urgent and right in front of me. And usually developing and empowering leaders is in the **important**, but not necessarily **urgent** quadrant."*

The truth of the matter, though, is that empowering other leaders isn't just a hack or technique to clear your schedule and get more things done. It's actually a key part of what ministry leaders are called to do. [Ephesians 4:11-12](#) says:

***"Christ himself gave the apostles, the prophets, the evangelists, the pastors and teachers, to equip his people for works of service, so that the body of Christ may be built up."***

This verse touches on two key aspects of leadership development: It's something God calls us to, **and** it's actually a requirement for a healthy church. In fact, **leadership development is one of the biggest differentiators between growing, thriving churches and churches that are in decline**. Declining churches have one leader for every 20 people in attendance, while growing churches have one leader for every 10 people in attendance.

***Churches that are healthy, thriving, and growing, are empowering leaders and equipping them to equip others in ministry.***

## Three Key Shifts for Empowering Leaders

1. **Change what you value.** Our influence in ministry is not about what we can accomplish, but about who we can empower.
2. **Change what you celebrate.** In a healthy, growing church, the rockstars are the ones that equip, release, and empower people, not the ones who do it all themselves.
3. **Change what you measure.** Leadership development should be a critical metric that is defined and measured on your church scorecard.

## Next Steps

**Make the important urgent.** Take some time this week to evaluate your calendar. Make space in your days and weeks to spend time with people outside of your staff and intentionally invest in and develop those around you.

Consider reading [Designed to Lead](#) with your team. And most importantly, remember that the work of empowering leaders is “the work that God has called us to, and **He’s with us in that work.**”

## More Resources

### *Join us for Healthy & High-Performing: An Unstuck Teams Masterclass*

A year of remote work, online church, quick pivots, compounding strategy changes, and unfathomable personal stress took a heavy toll on ministry staff teams—and the effects are lingering. In [this 1-Day Masterclass](#), Lance Witt, Tony Morgan, Amy Anderson, and special guests from churches across the U.S., will teach you the principles and the skills you need to get your team back on track. [Join us on August 19.](#)

### *Explore the Unstuck Process*

Learn more about how [our process](#) can help you get perspective on where you are today, clarify a path forward, and start achieving wins in the first 90 days [here](#).

Listen to the episode on iTunes or at [theunstuckgroup.com/episode203](https://theunstuckgroup.com/episode203).