

Potomac Conference Pastoral Leadership Development

LEAD Group Plan

If “*everything rises and falls with leadership*” and if “*only ten percent of pastors are natural or intuitive leaders,*” then it is crucial that we help the other ninety percent learn to be leaders. And that is administrations earnest desire here in the Potomac Conference.

In North America only ten percent of Christian churches are currently growing. Positive growth is measured by increasing annual average attendance by five to ten percent. There seems to be a direct correlation between the leadership of the pastor and the growth of the church. I think we are blessed with more than ten percent of our pastors being leaders here in Potomac Conference. At the end of 2007 we discovered that 23 percent of our churches were growing. We praise the Lord for this. With the Holy Spirit’s help and with our dedicated efforts we would like the majority of our churches to be healthy and growing. We believe that the leadership development of our pastors will make a significant difference for Kingdom growth here in our territory.

Potomac Conference’s administration wants to significantly invest in our pastor’s leadership development. Their ability to lead is the key to growing healthy disciple-making churches. One intentional way we plan to help them develop as leaders is through professional peer pastoral groups, that we call *LEAD* groups. *LEAD* is an acronym for Leadership, Encouragement, Accountability and Dream (vision).

How do the LEAD Groups work?

Our pastors will be provided a powerful leadership book to read each month. They will meet one day a month for several hours with a group of fellow pastors from their area. These groups vary in size from 6 to 25. Their Area Ministerial Leader (AML) will teach an important lesson from the book. Then pastors will share what he or she believes for them is the key concept or idea that they would like to incorporate in their church or leadership style. As the pastors are personally convicted of changes they need to make, fellow pastors will hold each other accountable. Over time a bond of trust is formed between the pastors and they will be able to pray for and encourage each other. Pastors often comment on how lonely and isolated they feel in ministry. Pastors alone can understand the unique pressures their vocation brings. Often LEAD groups of pastors will have a dream or a vision of what can be done by joining their efforts and various church resources. For example, projects like area evangelism or church planting often happens with LEAD Groups.