

The People Side of Growth - Episode 374

Predictable Challenges of Leading a Growing Church (Part 1)

When your church is in a season of growth, there are certain challenges that you are bound to run into.

The good news is these challenges are predictable. But just because they are *predictable* doesn't mean they are *easy to navigate*. In fact, some of the pastors going through a season of big momentum would tell you it's one of the hardest seasons they've led through, but it's also extremely rewarding.

We're kicking off a new series called "Predictable Challenges of Leading a Growing Church," where we will be discussing the tensions growing churches face and, most importantly, how to combat them. In this episode, Sean and Amy talk about what's most important in a growing church—people.

Key Quotes

1. AMY: "People are the most important. We exist as churches to help people meet and follow Jesus, and we just have to keep that front and center."
2. AMY: "Balls start to get dropped when you ask people to lead above their capacity."
3. SEAN: "Don't be overly concerned about dipping metrics; you have to remind yourself that in seasons of growth, it takes new people a while to acclimate."
4. AMY: "The people challenges at growing churches are predictable. And if we don't do something about the people side, there's also going to be some predictable outcomes that aren't great."

Self-Assessment: How Are We Doing?

1. **Anticipating the change.**
 - a. How are we preparing to lead through growth (even the uncomfortable parts)?
 - b. Do we have an Executive Pastor who is ready to think through the "people" part?
2. **Increasing self-awareness.**
 - a. Do we know our own wiring and our team's wiring (e.g., have we done a strengths assessment as a staff)? If not, when could we set aside time to do an assessment?
 - b. Knowing our team's strengths, do we need more "Let's Go!" people?
3. **Making it a priority to get new people engaged.**
 - a. How often are we "preaching the next steps" and should it be more often?
 - b. If engagement is an issue, what small, low-commitment steps could we implement to bridge the gap?
 - c. Who are the specific people in our church we could challenge to step into ministry alongside us?
4. **Assessing the leadership capacity of the team.**
 - a. Thinking about the staff, who has more capacity? Who has hit their lid?
 - b. Does each leader have defined wins for their areas of responsibility? How are we holding them accountable?

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