

The Leadership Bench Issues - Episode 435

Five Common Core Issues in Churches (Part 2)

Churches everywhere, no matter the size, are struggling with this: ***the lack of a deep leadership bench.***

One of the most common pain points we see in churches is not having enough leaders in the pipeline. This puts them in a constant reactive mode, often filling positions out of desperation rather than developing leaders intentionally.

New leaders don't identify themselves; you won't drift into success here. You have to be intentional to take the time to work on your leadership bench. We'll show you how.

In part two of our series, "Five Common Core Issues in Churches," Sean and Amy talk about the symptoms of a shallow leadership bench, how to build out a leadership development framework and what to start (and stop) doing if this issue sounds familiar to you.

Key Quotes

- "A lot of us assume this is a stuck church or a declining church problem, but it's actually a problem and a challenge for churches of all types."
- "Ensure that there's a clear expectation for your ministry leaders to be building out their leadership pipeline."
- "The win for a leader isn't how many people they lead. It's how many leaders they develop."
- "We tend to wait until people feel ready, but leadership growth almost always happens while you are doing the work."
- "Development always costs a loss of some control."
- "If you think you don't have time to do this work, that's actually a sign that you need more leaders pretty desperately."

Self-Assessment: How Are We Doing?

Wondering how your current leadership bench ranks or what a healthy goal might be for your church as you seek to grow in this area? Consider signing up to take the [Vital Signs Assessment](#) before working through the questions below.

1. Who will champion the strategic initiative of building our leadership bench?
2. How many volunteers do we have right now? How many volunteer leaders do we have?
3. What are our goals? What does success look like for your church? Where do we want to be at the end of year one of this new initiative?
4. With our starting point and goals in mind, what are the things we need to do that will help us reach our goals?

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