

Stadia Pre-Conference Session 4

How Can My Church Raise Up the Next Generation of Church Leaders?

Speakers: Sam Chacko, Clayton Greene, Jenni Keller

Session Overview

This session explored how churches can effectively identify, inspire, and develop future leaders—particularly in a time when leadership burnout and a lack of healthy pipelines threaten long-term impact. The speakers shared frameworks, stories, and practical tools to help churches multiply healthy leaders, not by accident, but through intentional systems and relational investment.

Key Takeaways

- **Spotting Emerging Leaders:** Don't just look for people who lead like you. Define clear leadership traits (e.g. humility, curiosity, teachability) and proactively seek out leaders who may not yet see it in themselves—especially those underrepresented or overlooked.
 - **Use a Leadership Profile:** Create and share a consistent profile of what leadership looks like in your context to help your team recognize leadership in others.
 - **Lead with Vision:** People don't want to simply fill roles—they want to join a compelling mission. Make your church's vision clear and wide enough to include other people's stories and burdens for ministry.
 - **Coaching and Relationship Matter:** Leadership development thrives in relational environments. Coaches should walk alongside emerging leaders, provide stretch opportunities, and give timely, constructive feedback.
 - **Practical Development Systems:** Use a simple but strategic framework:
 1. **Assessment** – Understand where the leader is now.
 2. **Target** – Identify where they need to grow.
 3. **Plan** – Close the gap using content, experiences, and feedback.
 - **Keep It Simple and Sustainable:** Avoid rebuilding your system every time you learn something new. Instead, refine what you already have and stay committed over time.
 - **Feedback Loops:** Don't wait to give feedback. Build in regular check-ins and written plans to help leaders grow and stay on track.
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Notable Quotes

“Your vision should inspire armies to fight.” – Jenni Keller (based on a quote from Donald Miller)

“Make definitions, not decisions.” – Clayton Greene

“The moment you’re hired for ministry is the moment you start equipping others.” – Jenni Keller

Next Steps with Stadia:

- Learn how Stadia can help you start thriving, growing, multiplying churches: stadia.org
 - Have a vision for multiplication but lack a strategy or services? Join a Stadia Vision Trip to see our work up close: stadia.org/visiontrips
 - Exploring or discerning a call to start a new church? Learn more about how we can help: stadia.org/discovery
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