

Healthy leaders grow healthy churches

A contextualised, tiered, whole-person training pathway

In this cultural moment where local churches are facing huge challenges to their viability – and the need for healthy, high-capacity leadership is at its peak – there are very few effective incubators in place.

Historically, training for leaders and ministers has been largely delegated to academic institutions. Education remains important yet inadequate for the whole-person capability development that is required to produce leaders with the character, skills and relational web needed.

An academic process produces academics. A localised leadership process produces leaders.

Meeting the need for contextualisation.

Leadership capacity is not developed in a classroom. Theory needs to be applied in the context of the actual culture, with all its strain and complexity. And yet the huge majority of local churches are unable to sustain a framework and process for leader development from within.

One solution is to localise the facilitation of quality and practical development programs by allowing multiple churches to join a fully resourced regional hub. The hub would be administered by a team that implements materials and processes sourced from a centralised cloud-based system.

The development pipeline itself should relate to the real-world needs of church leadership at every level, equipping all leaders with core skills.

“Bible colleges can fill you with lots of information but are not as strong on equipping you with application”.

Mark Sayers, Lead Pastor Red Church

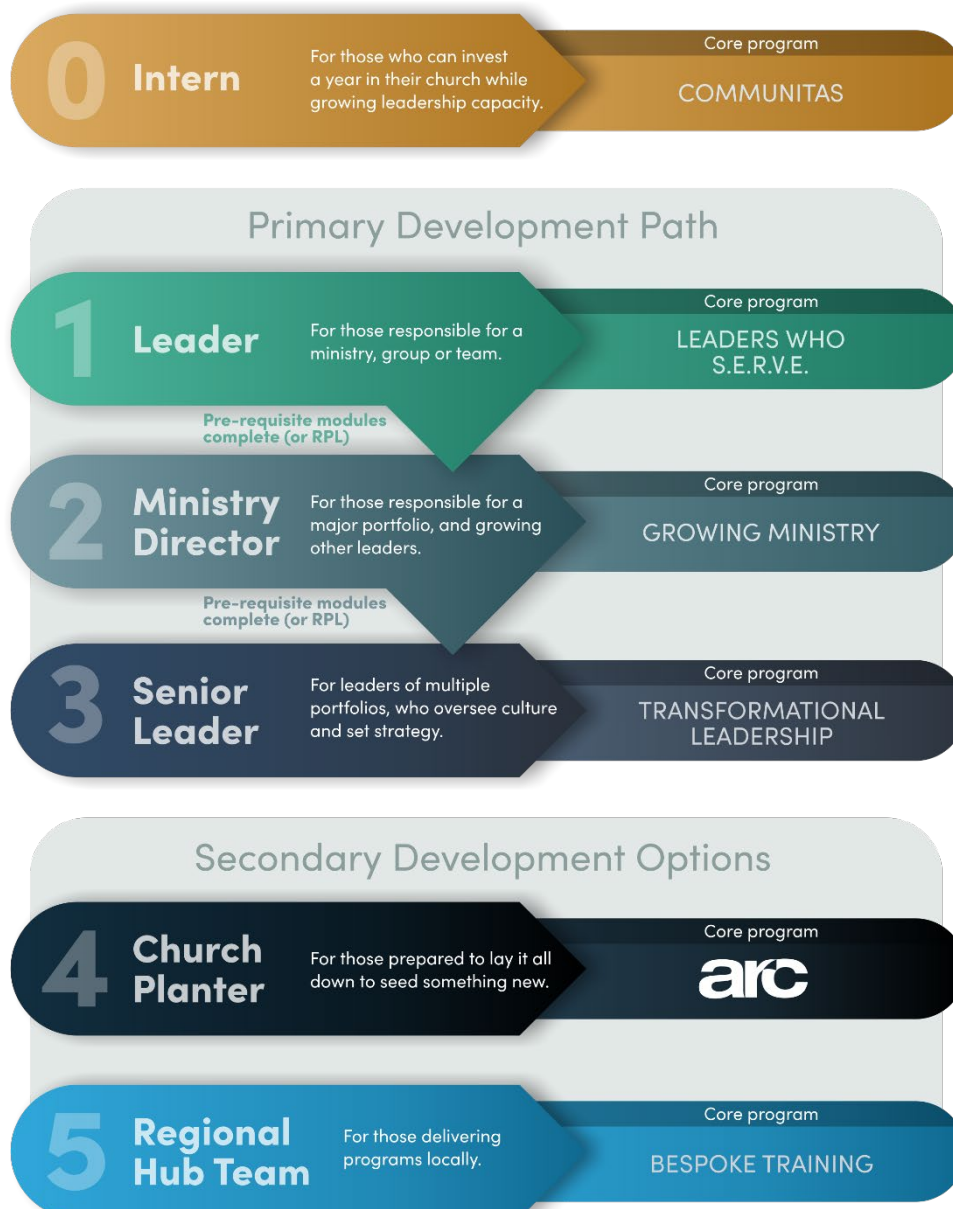
“I’m not looking for someone who can lead in theory, but do they lead in a way that I can see there is already fruit there. Do they have the character?”.

Stu Cameron, Lead Minister Newlife Church

A pathway of practical leadership

From groups to governance – core programs to equip.

The skills and character required varies with the mode of leadership. Curated programs run for the following tiers:



Regional and relational cohorts

Sourcing leadership content is easy – providing context is not.

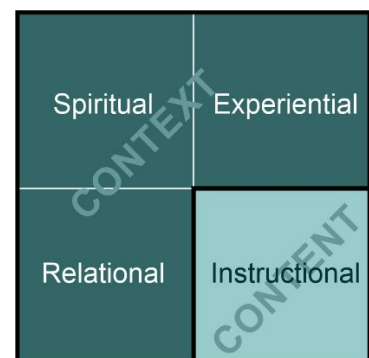
Since 2005 we have been developing formational programs that catalyse growth. By focussing on the provision of growth environments, not merely growth content, we have seen thousands of lives change significantly. We call it the 4D process, referring to the following four transforming DYNAMICS.

1. **Spiritual engagement:** Formation and grace-encounters that transform.
2. **Experiences that challenge:** Getting hands-on with contextualised application of ideas. Stretching participants to grow capacity.
3. **Relationships through liminality:** Joining vulnerably with others to encourage growth.
4. **Instruction that is applicable:** Online and in-person education.

The first three provide the much-needed context for practical content.

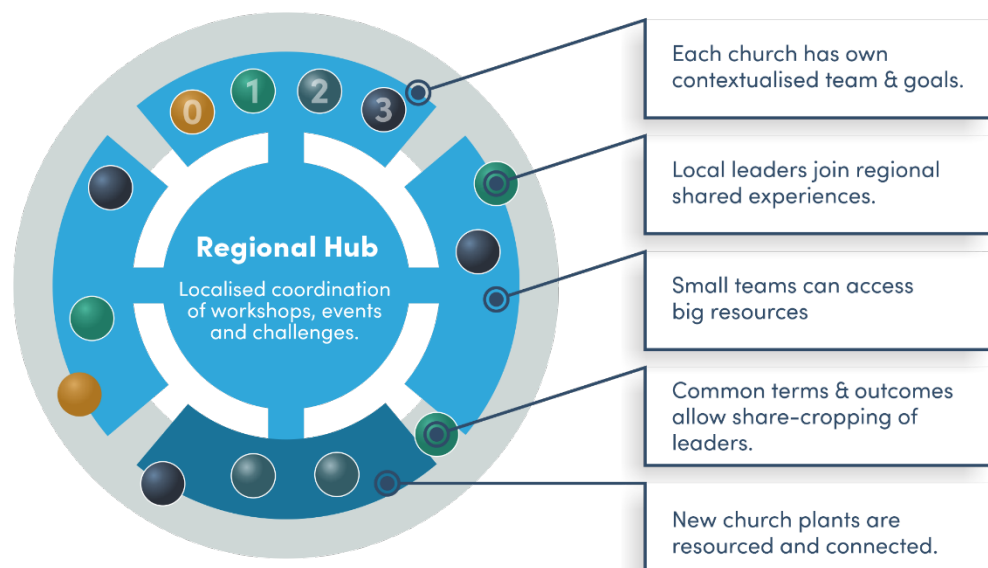
“We were planting churches faster than we could grow leaders. By adopting a 4D process we lifted all the lids off and could multiply leaders without limit”

**Malcolm Webber, Man. Dir.
Leadersource SGA**



Regional hubs

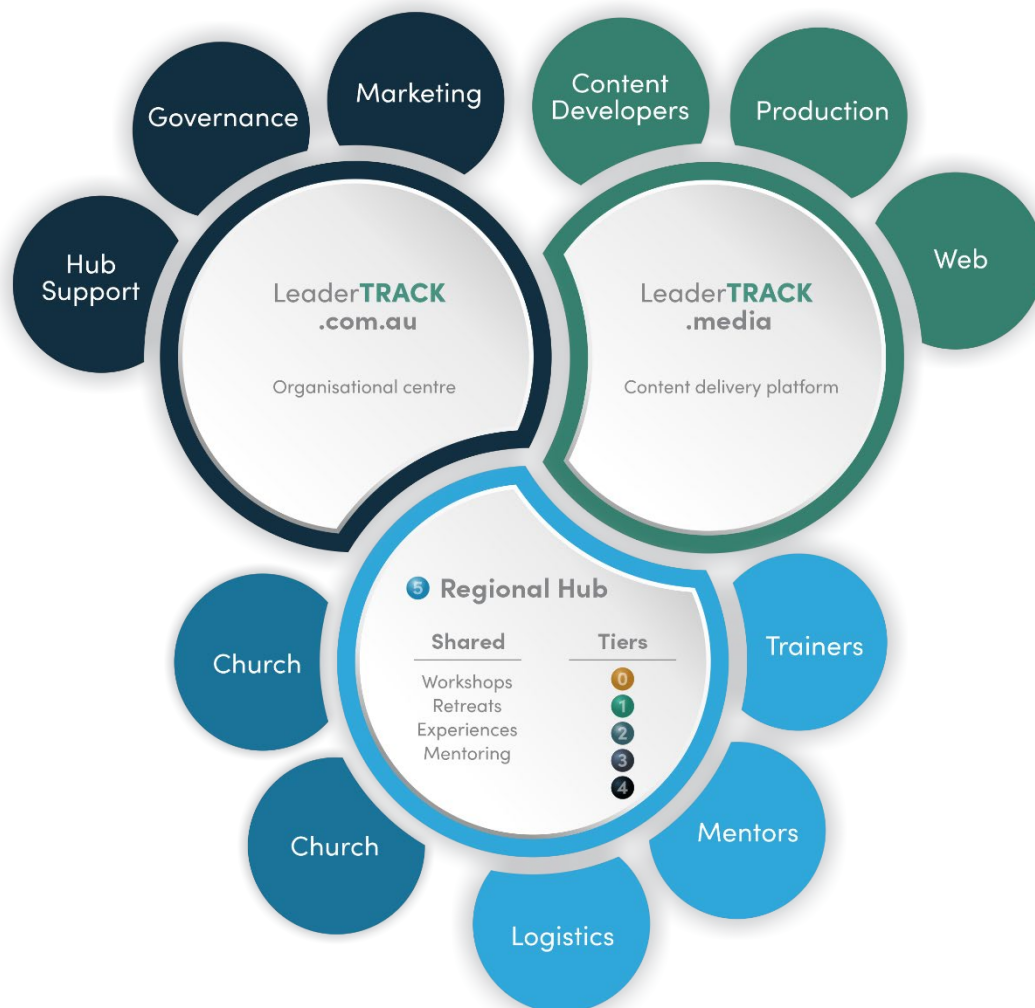
Providing big opportunities for smaller churches. Groups can achieve together what they never could alone. Facilitated by a local Tier 5 team.



The LeaderTRACK Eco-system

Connecting resources to people.

We are currently forming a growing team of contributors to expand the LeaderTRACK Eco-system – a simple but comprehensive structure to deliver 21st century experiences using all the tools at our disposal.



Tiers and key programs

0: Intern

For those who can invest a year in their church while growing leadership capacity. This pathway presents a fixed term, hands-on experience of your church's day-to-day work. Interns undertake a sponsored study component combined with serving in multiple ministry areas, gaining knowledge and experience while fulfilling a crucial behind the scenes function.

KEY PROGRAM: **COMMUNITAS**

The word '*Communitas*' refers to the deep community experienced by small groups of people going through a liminal, or transformative experience. Various units and stretching experiences combine to both form skills and character that provide a foundation for life in and out of the church.

1: Leader

For those responsible for a ministry team, group, or program. This part of the track equips the faithful supervisory leaders on the front-line of getting things done in church life - building skills and character for dealing with busy volunteers and demanding lives.

KEY PROGRAM: **LEADERS WHO S.E.R.V.E.**

This simple but powerful framework equips in the core elements of working with people. Module includes:

- **See ahead:** Aligning with church vision; forming clear pathways and wins for volunteers.
- **Engage others:** How to recruit, train and release teams and volunteers.
- **Reassess:** How to continually refine and simplify the program.
- **Value people:** Keys on how to encourage and care for those we supervise.
- **Embody the values:** Being a true part of the tribe in thought and deed.

OTHER PROGRAMS FOR THIS TIER:

- Leading a Small Group
- Prayer Ministry Training

2: Ministry Director

For those responsible for a major portfolio and growing other leaders. This is where higher level skills are required in order to go beyond merely supervision, and into the development of other leaders. This part of the pathway focusses on how to create a suite of learning experiences that take people on a comprehensive journey into healthy functioning and growth. RPL is catered for, otherwise people at this level must have completed the **Leaders that S.E.R.V.E.** program.

KEY PROGRAM: GROWING MINISTRY

This impacting material changes the way we see the role of growing a ministry portfolio and leading leaders. Equipping is about combining stretching experience with practical instruction. Included in this key module are:

- Understanding, cultivating and articulating the *Why* and *Where-are-we-going* of ministry.
- The pathways of discipleship, leader growth and multiplication.
- Developing five capabilities that matter for leaders (5C's).
- Applying four transforming dynamics (4D's).
- Re-envisioning your ministry.

3: Senior Leader

For those responsible for multiple portfolios, forming budgets and developing strategy. Normally a staff minister, these leaders need to navigate the complexity and pressure of leading and caring for large numbers of people, while navigating complex management and cultural situations. RPL is catered for, otherwise people at this level must have completed the **Building Healthy Leaders** program.

KEY PROGRAM: TRANSFORMATIONAL LEADERSHIP

A comprehensive pathway that includes the following units and more:

- Governance practice and structure
- Creating vision and a strategic plan
- Defining and measuring church health
- Understanding and moulding church culture
- Change management
- Self-care
- Transformational thinking and teaching

4: Church Planter

For those prepared to lay it all down to seed something new. Church planting is the best way to create vibrant churches that bring salvations, growth and challenge. But church planting is not for the faint-hearted or untested. We partner with ARC international to train, finance and support planters, particularly those prepared to take up the hub model to form networks of healthy churches.

KEY PROGRAM: **ARC**

We are primary Australian partners with [ARC Australasia](#). We facilitate their training, resources and delivery of funding to prospective church plants.

5: Regional Hub Team

For teams who oversee localised facilitation. Comprised of trainers, prayer teams, mentors and admin, these local teams will implement the programs to networks of churches. Specific and bespoke training is supplied.

Who is behind LeaderTRACK?

LeaderTRACK is an extension of [Kenmore Church](#) in Brisbane. Founded in 2019 by Patrick Hegarty, [author of six books on spiritual formation](#), the church was mandated at inception to not only create a thriving local fellowship, but to resource spiritual development broadly and to build into other local churches.

LeaderTRACK is an overflow of our value to *“Get it right and give it away”*. We are looking to partner with other organisations in the creation of the LeaderTRACK vision.

Where is development up to?

We are currently producing content for tiers 0,1, & 2. Tier 4 processes are largely in place. These programs will be available for broader use in Q1 2022. We will then begin producing Tier 3 for release in 2023.

LeaderTRACK Feeder Programs

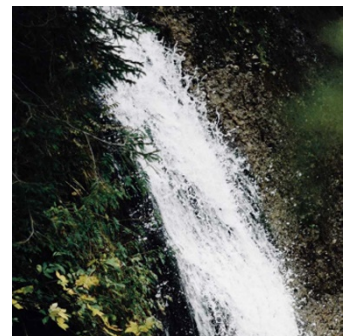
Vital discipleship tools that apply LeaderTRACK principles at a formational level.

re:FRESH

ACTIVATING THE POTENTIAL OF A RENEWED SOUL

re:FRESH looks at how the Spirit works on the inside, what He is actually making available to us, and how we can cooperate with that more fully.

www.refreshcourse.com



re:FORM

FOR THOSE WHO KNOW IT IS TIME FOR A CHANGE

re:FORM takes you on a personal journey off the well-worn path you know. It inspires and equips you to connect with God and do life differently.

www.reformcourse.com



re:FOCUS

REALIGNING YOUR QUEST FOR PURPOSE AND CALLING

In this course you will rediscover the dignified and significant calling we each have, and where you fit into God's eternal purpose.

www.refocuscourse.com



How you can make use of: LeaderTRACK

Attendees of Kenmore Church

All leaders of Kenmore Church are required to be on the LeaderTRACK as part of their role. It is also expected that they are undertaking the existing Kenmore Church [Growth Track pathway](#), as most tracks will include an experience of leading through the various Growth Track courses. Some situations require that tiers are completed prior to commencement. Most situations will offer a practical span of time in which to complete the various modules.

Attendees of other churches

People from other fellowships are invited to join our regional hub to undertake the LeaderTRACK. We will work with you to apply the principles, and undergo stretching experiences both in your church and together with us. We encourage participants from other churches to participate in the [re:FRESH](#) and/or [re:FORM](#) courses before joining LeaderTRACK with us.

Experienced leaders can also consider forming their own regional LeaderTRACK Hub.

Your next steps

Contact Patrick Hegarty to discuss your situation.

Kenmore Church: www.kenmore.church

LeaderTRACK: www.leadertrack.com.au

Email: patrick@kenmore.church