MSSNL

HEALTHY PASTOR

FIELD GUIDE

A guided fieldbook for clarity, margin, formation, community, and multiplying leadership.

WORD • WONDER • WALK

Ryan D. Eldridge

Lead with health. Form faithful people. Multiply what lasts.

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Healthy Pastor Field Guide

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This field guide is written for pastoral formation, discipleship, and encouragement. It is intended to help pastors and church leaders return to Jesus, care for their souls, form faithful people, and lead with health over time.

Scripture references are provided for study, reflection, and application. Unless otherwise noted, references follow the English Standard Version (ESV). Readers are encouraged to study the Word of God prayerfully and in community, seeking wise counsel and appropriate care when needed.

This guide does not replace pastoral care, biblical community, professional counseling, medical care, or personal responsibility before God. Readers are encouraged to seek wise counsel and appropriate care when needed.

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FORMATION FOUNDATION

How This Field Guide Works

Healthy Pastor is not designed to become one more task on a pastor's list. It is a field guide for returning to Jesus, paying attention to what is true, and taking one faithful step at a time.

READ AND APPLY

You may read the matching chapter before each guided practice, or use the Field Guide on its own. The book gives the larger pastoral vision. The Field Guide gives you a place to pray, reflect, write, talk honestly, and move toward a faithful response.

USE IT WITH OTHERS

This guide works personally, with a trusted pastor or mentor, with elders, staff, ministry leaders, or a small leadership community. You do not need to share every response. Share what helps you remain honest and take the next faithful step.

THE HEALTHY PASTOR RHYTHM

Receive. Reflect. Respond.

WORD - Receive Scripture and return to Jesus.
WONDER - Pay attention to what is true in your heart, home, relationships, and leadership.
WALK - Choose one faithful response and invite someone to follow up with you.

HOW TO MOVE THROUGH THE GUIDE

- [ ] Circle or check what is true.
- [ ] Write only what helps you name what matters.
- [ ] Pray honestly.
- [ ] Talk with a trusted person.
- [ ] Take one faithful step.
- [ ] Set a follow-up date.

FORMATION PATHWAY

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[ ] Build for the Future | Practices 07-09
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Closing Assessment and Review Rhythms

BEFORE YOU BEGIN

Baseline Assessment

CHOOSE WHERE TO BEGIN

This assessment helps you decide where to begin. Think about the last thirty days. Give each Guided Practice one overall score from 1 to 4 based on what is actually present in your life and leadership today. Do not total or average anything here. This is simply an honest starting picture.

HOW TO SCORE

1 = Needs Attention Now. This area feels hidden, inconsistent, avoided, or under pressure.

2 = Needs Support. You can see the issue, but you need clearer practice, conversation, or help.

3 = Growing. This area is becoming healthier and more consistent.

4 = Strong and Steady. This area is clear, supported, and visible in your daily life and leadership.

A lower score is not failure. It helps you identify where honesty, support, and one faithful next step are needed most.

ONE SCORE PER GUIDED PRACTICE

Circle one score from 1 to 4 for each line. In the final column, write only a short phrase about what stands out. Examples: tired heart, unclear direction, leader to develop, better boundary, ask for help.

Guided Practice	Score 1-4	What Stands Out Most?
01 Shepherd the Heart	1 2 3 4	_____
02 Carry a Vision That Multiplies	1 2 3 4	_____
03 Recognize Calling and Gifts	1 2 3 4	_____
04 Build Disciples Who Reproduce	1 2 3 4	_____
05 Lead Like Jesus	1 2 3 4	_____
06 Have Conversations That Form	1 2 3 4	_____
07 Build Legacy Before Transition	1 2 3 4	_____
08 Build Ministry Teams That Carry Weight	1 2 3 4	_____
09 Lead from Humility	1 2 3 4	_____
10 Create Clarity in the Work	1 2 3 4	_____
11 Protect Margin for Mission	1 2 3 4	_____
12 Form Leaders Over Time	1 2 3 4	_____
13 Strengthen Community	1 2 3 4	_____
14 Bless and Send	1 2 3 4	_____

OVERALL BASELINE SCORE

Add your fourteen scores: _____ / 56

This total is a broad snapshot, not a verdict on your calling, health, or leadership. Use the individual practice scores to identify your first response.

14-27 | Needs focused care. Choose one area and bring a trusted person into the next step.

28-41 | Building a healthier rhythm. Strengthen one practice and protect a steady follow-through rhythm.

42-56 | Strong and steady foundation. Guard the habits that are working and keep making room for honest feedback.

BASELINE REFLECTION

Choose Your First Focus

You do not need to repair every area at once. Choose the place where Jesus is inviting your attention now. It may be the lowest score, the area creating the most pressure, the place that has been neglected, or the area He keeps bringing to mind.

[ ] I will begin with my lowest score.

[ ] I will begin with the area creating the most pressure.

[ ] I will begin with the area I have been avoiding.

[ ] I will begin with the place Jesus keeps bringing to mind.

CHOOSE ONE

The Guided Practice I will begin with: _____

Why this needs attention now: _____

One faithful response I will take this week: _____

The person I may invite into this process: _____

Opening prayer: Jesus, help me be honest, receive Your care, and take the next faithful step.

GUIDED PRACTICE 01

SHEPHERD THE HEART

Healthy pastors lead from a life that remains close to Jesus.

BOOK CONNECTION	PRIMARY SCRIPTURE
Chapter One: The Shepherd's Heart	John chapter 10, verses 11 through 18

Why This Practice Matters

Pastoral leadership becomes unhealthy when the work around you receives more care than the heart within you. A pastor may serve people faithfully while his own soul becomes tired, isolated, hurried, or unseen.

Jesus is the Good Shepherd. He knows His sheep. He gives His life for them. Before you lead others, you are first led and cared for by Him. This practice creates room to notice the condition of your heart and return to the presence of Jesus.

CHOOSE HOW YOU ARE USING THIS PRACTICE

[ ] I read the matching book chapter first.
[ ] I am using this Field Guide on its own.
[ ] I am working through this with a trusted pastor, leader, mentor, or group.

HOW TO USE THIS PRACTICE

1. Read the Scripture and short teaching slowly.
2. Circle or check the responses that feel most true.
3. Complete the practical tool.
4. Choose one faithful response.
5. Set a follow-up date with a trusted person.

Suggested time: 45 to 60 minutes.

What to Carry Forward

Look for one place where your heart needs the care of Jesus, one rhythm that needs protection, and one faithful response that helps you lead from a healthier inner life.

WHAT YOU WILL WORK THROUGH

01
The Chief Shepherd
Return to the truth that Jesus carries what only He can carry.

02
The Condition of Your Heart
Notice weariness, joy, pressure, fear, and the places you need care.

03
Presence with People
Consider whether your pace allows you to be present with your family and church.

04
A Healthy Rhythm
Choose one prayer, rest, health, or relationship rhythm to protect.

Word | Wonder | Walk

Receive and reflect. Begin with Scripture. Then circle or check the responses that feel most true. Use the writing space only where a few words help you name what matters.

WORD

Reading: John chapter 10, verses 11 through 18. Open the passage in your Bible. Read it once without writing. Read it a second time and notice what it teaches about this season of leadership.

- [ ] Jesus is the Good Shepherd.
- [ ] I am first cared for by Christ.
- [ ] I need to bring my real condition to Jesus.
- [ ] I do not have to carry what belongs to Him.
- [ ] My health matters to the people I lead.
- [ ] I need a more honest rhythm of rest and prayer.

One truth I want to carry forward:

_____

_____

WONDER

- [ ] I am tired more often than I am rested.
- [ ] I am serving people while neglecting my own soul.
- [ ] My family receives what is left after ministry.
- [ ] I need time in Scripture that is not for teaching.
- [ ] I need to ask for help.
- [ ] I am carrying a burden alone.
- [ ] I need a day of rest.
- [ ] I need to be more present with people I love.

The person, team, or area I want to bring before Jesus is:

_____

_____

What might Jesus be inviting me to notice or do?

_____

_____

The Action Blueprint

See the present condition.

Score the statements honestly. This is not a grade or a verdict. It helps you notice where greater attention, support, or faithful follow-through may be needed.

HOW TO SCORE

Think about your ordinary pattern during the past thirty days. Circle the number that is most true, not the number you wish were true. Choose the lower number when the practice happens only in strong seasons or depends on you carrying every part of the process.

Statement	Score
I make regular space for Scripture and prayer that is not only for ministry preparation.	1 2 3 4
I can name the current condition of my heart honestly.	1 2 3 4
I protect meaningful rest, health, family, and close relationships with appropriate boundaries.	1 2 3 4
I have trusted people who can help me remain honest about my soul and leadership.	1 2 3 4

My total: _____ / 16

_____

LOW | 4 TO 6

This area needs attention now. Begin with one clear step. Ask for support, protect a small rhythm, and set a follow-up date.

MEDIUM | 7 TO 11

You can see the need, but a clearer rhythm, greater intention, or help from others is needed. Strengthen one part of the practice first.

HIGH | 12 TO 16

This is a growing strength. Guard it. Continue making room for honest feedback, new leaders, and steady follow-through.

Practical Tool

Shepherd's Heart Inventory

Use this inventory to notice the places that need the care of Jesus. Do not try to repair every area today. Pay attention to what is most true.

PERSONAL LIFE

What is happening in my heart and inner life?

[ ] Peace
[ ] Weariness
[ ] Joy
[ ] Pressure
[ ] Fear
[ ] Gratitude
[ ] Loneliness
[ ] Hope

What I notice about my heart:

_____

_____

PRAYER AND SCRIPTURE

How am I receiving from God, not only preparing for others?

[ ] Steady and life-giving
[ ] Present but rushed
[ ] Inconsistent
[ ] Neglected
[ ] I need help returning to this rhythm

One Scripture or prayer practice I will protect:

_____

_____

MARRIAGE, FAMILY, OR CLOSE RELATIONSHIPS

How present am I with the people closest to me?

What needs my attention:

_____

_____

PASTORAL CARE AND LEADERSHIP

What burden am I carrying that needs prayer, clarity, or shared responsibility?

The burden I need to name:

_____

_____

REST, HEALTH, AND MARGIN

What would help me lead from greater health this week?

[ ] A rest block
[ ] A day off
[ ] A health appointment
[ ] A boundary
[ ] A shared responsibility
[ ] Time with a trusted person

My next health and margin step:

_____
_____

Choose One Faithful Response

Take the next honest step.

You do not need to solve every part of this practice today. Choose one response that helps you or someone in your care move toward greater faithfulness.

1. NAME WHAT YOU ARE RESPONDING TO

[ ] A tired heart
[ ] A lack of prayer
[ ] A family concern
[ ] A burden I am carrying alone
[ ] A need for rest
[ ] A lack of margin

2. CHOOSE ONE FAITHFUL RESPONSE

[ ] Protect twenty minutes with Jesus three mornings this week.
[ ] Take one meaningful rest block.
[ ] Ask someone to pray with me.
[ ] Share one responsibility.
[ ] Schedule time with a close relationship.
[ ] Set one boundary around availability.

3. MAKE IT SIMPLE ENOUGH TO FOLLOW THROUGH

My first step is:

_____
_____

[ ] I will begin today.
[ ] I will begin within two days.
[ ] I will begin this week.
[ ] I will begin on this date: _____

The person or group I will involve is:

_____

MY PRAYER

Jesus, You are my Good Shepherd. Help me receive Your care before I try to care for everyone else. Show me what to carry, what to release, and how to remain close to You.

Walk with a Trusted Leader

Bring this into a faithful conversation.

Use this page when you need help discerning the next step, preparing for a conversation, sharing responsibility, or staying honest about the current season.

WHAT KIND OF SUPPORT DO YOU NEED?

[ ] Help seeing this situation clearly.
[ ] Help naming the next faithful step.
[ ] Help preparing a conversation.
[ ] Help sharing responsibility.
[ ] Prayer for wisdom.
[ ] A follow-up conversation this week.

SHARE IN THREE SIMPLE PARTS

1. What is happening in my heart right now?

_____

2. What is most heavy or hidden?

_____

3. What is one faithful step I need to take?

_____

QUESTIONS A TRUSTED LEADER CAN ASK

[ ] What are you carrying alone?
[ ] Where has your pace become unhealthy?
[ ] What only Jesus can carry?
[ ] What rhythm would bring greater health?
[ ] Who can support your next step?

BEFORE YOU END THE CONVERSATION

The one thing I will do next:

_____

The person who will follow up with me:

_____

[ ] We will reconnect within two days.
[ ] We will reconnect this week.
[ ] We will reconnect this month.
[ ] We will reconnect on this date: _____

GUIDED PRACTICE 02

CARRY A VISION THAT MULTIPLIES

A healthy vision helps people understand the work, find their place, and carry the mission beyond one leader.

BOOK CONNECTION	PRIMARY SCRIPTURE
Chapter Two: Vision That Multiplies	Matthew chapter 28, verses 18 through 20

Why This Practice Matters

A clear vision is not a slogan. It is a shared understanding of the mission Christ has given His church and the next faithful steps that fit the present season.

When vision remains vague, people may stay active without knowing what they are building. Healthy pastors repeat the mission simply, help leaders see how their work connects, and give people a path to participate.

CHOOSE HOW YOU ARE USING THIS PRACTICE

[ ] I read the matching book chapter first.
[ ] I am using this Field Guide on its own.
[ ] I am working through this with a trusted pastor, leader, mentor, or group.

HOW TO USE THIS PRACTICE

1. Read the Scripture and short teaching slowly.
2. Circle or check the responses that feel most true.
3. Complete the practical tool.
4. Choose one faithful response.
5. Set a follow-up date with a trusted person.

Suggested time: 45 to 60 minutes.

What to Carry Forward

Look for one way to state the mission more simply, one place where people are confused, and one next step that helps your church move forward together.

WHAT YOU WILL WORK THROUGH

01
The Mission of Jesus
Return to the call to make disciples and teach people to obey Christ.

02
Present Direction
Name what the church is seeking to form in this season.

03
Places of Confusion
Notice where priorities, roles, or messages compete for attention.

04
One Clear Response
Choose one message or next step to repeat faithfully.

Word | Wonder | Walk

Receive and reflect. Begin with Scripture. Then circle or check the responses that feel most true. Use the writing space only where a few words help you name what matters.

WORD

Reading: Matthew chapter 28, verses 18 through 20. Open the passage in your Bible. Read it once without writing. Read it a second time and notice what it teaches about this season of leadership.

- [ ] Jesus has all authority.
- [ ] The mission belongs to Christ.
- [ ] Making disciples remains central.
- [ ] People need clear next steps.
- [ ] I need to repeat the mission simply.
- [ ] Vision should help people act faithfully.

One truth I want to carry forward:

_____

_____

WONDER

- [ ] I can explain our mission in simple words.
- [ ] Our leaders understand how their work connects to the mission.
- [ ] People know their next step.
- [ ] We may be active without shared direction.
- [ ] We have too many priorities.
- [ ] I need to say what we will not carry right now.
- [ ] A team needs clearer direction.
- [ ] I need to repeat the mission more often.

The person, team, or area I want to bring before Jesus is:

_____

_____

What might Jesus be inviting me to notice or do?

_____

_____

The Action Blueprint

See the present condition.

Score the statements honestly. This is not a grade or a verdict. It helps you notice where greater attention, support, or faithful follow-through may be needed.

HOW TO SCORE

Think about your ordinary pattern during the past thirty days. Circle the number that is most true, not the number you wish were true. Choose the lower number when the practice happens only in strong seasons or depends on you carrying every part of the process.

Statement	Score
Our mission is clear and simple enough to repeat.	1 2 3 4
Leaders understand how their work supports the mission.	1 2 3 4
Our mission guides decisions and priorities.	1 2 3 4
People have clear next steps for growing, serving, and leading.	1 2 3 4

My total: _____ / 16

LOW | 4 TO 6

This area needs attention now. Begin with one clear step. Ask for support, protect a small rhythm, and set a follow-up date.

MEDIUM | 7 TO 11

You can see the need, but a clearer rhythm, greater intention, or help from others is needed. Strengthen one part of the practice first.

HIGH | 12 TO 16

This is a growing strength. Guard it. Continue making room for honest feedback, new leaders, and steady follow-through.

Practical Tool

Church Vision Clarity Map

Use this map to connect the mission of Jesus to the present season of your church. Keep your words simple enough to repeat.

MISSION OF JESUS

Write the mission in clear words.

Our mission:

_____

_____

OUR CHURCH IN THIS SEASON

What is God asking us to give our best energy to now?

Our present direction:

_____

_____

WHAT WE ARE SEEKING TO FORM

Name the people, practices, or culture you hope to see grow.

We are seeking to form:

_____

_____

WHAT WE WILL GIVE BEST ENERGY TO

Choose up to three priorities.

Priority	Why It Matters	First Next Step
_____	_____	_____
_____	_____	_____
_____	_____	_____

WHAT WE WILL NOT CARRY RIGHT NOW

Clarity often requires a faithful no.

We will not carry:

_____

_____

HOW PEOPLE CAN TAKE A NEXT STEP

Name a clear step for new people, growing disciples, leaders, and volunteers.

Person or Group	Next Step	Who Helps
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

Choose One Faithful Response

Take the next honest step.

You do not need to solve every part of this practice today. Choose one response that helps you or someone in your care move toward greater faithfulness.

1. NAME WHAT YOU ARE RESPONDING TO

[ ] Mission is unclear

[ ] Leaders are carrying different assumptions

[ ] We have too many priorities

[ ] People need a next step

[ ] A team needs direction

[ ] A decision needs clarity

2. CHOOSE ONE FAITHFUL RESPONSE

[ ] Write one simple mission sentence.

[ ] Meet with one leader to clarify a priority.

[ ] Repeat the mission in a gathering.

[ ] Name one thing we will not carry.

[ ] Create a next-step pathway.

[ ] Set a review date.

3. MAKE IT SIMPLE ENOUGH TO FOLLOW THROUGH

My first step is:

_____

_____

[ ] I will begin today.

[ ] I will begin within two days.

[ ] I will begin this week.

[ ] I will begin on this date: _____

The person or group I will involve is:

_____

MY PRAYER

Jesus, keep Your mission at the center of our church. Give us simple words, faithful priorities, and courage to lead people toward the next step You are asking of us.

Walk with a Trusted Leader

Bring this into a faithful conversation.

Use this page when you need help discerning the next step, preparing for a conversation, sharing responsibility, or staying honest about the current season.

WHAT KIND OF SUPPORT DO YOU NEED?

[ ] Help seeing this situation clearly.

[ ] Help naming the next faithful step.

[ ] Help preparing a conversation.

[ ] Help sharing responsibility.

[ ] Prayer for wisdom.

[ ] A follow-up conversation this week.

SHARE IN THREE SIMPLE PARTS

1. What needs to become clearer?

_____

2. What is most important in this season?

_____

3. What is the next faithful step?

_____

QUESTIONS A TRUSTED LEADER CAN ASK

[ ] Can you explain the mission simply?
[ ] What is causing confusion?
[ ] What priority needs to be named?
[ ] What needs to be released?
[ ] How will people know their next step?

BEFORE YOU END THE CONVERSATION

The one thing I will do next:

_____

The person who will follow up with me:

_____

[ ] We will reconnect within two days.
[ ] We will reconnect this week.
[ ] We will reconnect this month.
[ ] We will reconnect on this date: _____

GUIDED PRACTICE 03

RECOGNIZE CALLING AND GIFTS

Healthy pastors help people see what God is forming in them, then give them a faithful place to grow.

BOOK CONNECTION
Chapter Three: Clarity in Calling

PRIMARY SCRIPTURE
Romans chapter 12, verses 4 through 8

Why This Practice Matters

Many people love Jesus and want to serve, yet remain unsure of where they fit. Calling begins with belonging to Christ. God forms people over time and gives gifts according to His grace.

A healthy pastor pays attention to people. He notices faithfulness before polish. He names the grace he sees and gives people a clear, appropriate next step.

CHOOSE HOW YOU ARE USING THIS PRACTICE

[ ] I read the matching book chapter first.
[ ] I am using this Field Guide on its own.
[ ] I am working through this with a trusted pastor, leader, mentor, or group.

HOW TO USE THIS PRACTICE

1. Read the Scripture and short teaching slowly.
2. Circle or check the responses that feel most true.
3. Complete the practical tool.
4. Choose one faithful response.
5. Set a follow-up date with a trusted person.

Suggested time: 45 to 60 minutes.

What to Carry Forward

Look for one person who is already showing faithfulness, one gift or strength that may need to be named, and one next step that helps that person grow.

WHAT YOU WILL WORK THROUGH

01
Faithfulness Before Visibility

Look for character, humility, and steady service before looking for polish or platform.

02
Gifts That Strengthen Others

Notice where God may already be using someone to teach, serve, encourage, lead, or care.

03
A Clear Invitation

Consider where someone needs encouragement, opportunity, responsibility, or formation.

04
A Faithful Next Step

Choose one action that helps someone grow without being overwhelmed.

Word | Wonder | Walk

Receive and reflect. Begin with Scripture. Then circle or check the responses that feel most true. Use the writing space only where a few words help you name what matters.

WORD

Reading: Romans chapter 12, verses 4 through 8. Open the passage in your Bible. Read it once without writing. Read it a second time and notice what it teaches about this season of leadership.

- [ ] God gives different gifts by grace.
- [ ] Every believer has a place in the body of Christ.
- [ ] Gifts are meant to strengthen others.
- [ ] Faithful service matters.
- [ ] I may have overlooked someone God is forming.
- [ ] I need to name what I see in people.

One truth I want to carry forward:

_____

_____

WONDER

- [ ] I know faithful people who are underdeveloped.
- [ ] I have been looking for availability more than character.
- [ ] I rely on the same people too often.
- [ ] I need to make room for quieter leaders.
- [ ] A volunteer needs encouragement.
- [ ] I need to spend more time noticing gifts.
- [ ] I have someone in mind who is ready for a next step.
- [ ] I need a clearer leadership path.

The person, team, or area I want to bring before Jesus is:

_____

_____

What might Jesus be inviting me to notice or do?

_____

_____

The Action Blueprint

See the present condition.

Score the statements honestly. This is not a grade or a verdict. It helps you notice where greater attention, support, or faithful follow-through may be needed.

HOW TO SCORE

Think about your ordinary pattern during the past thirty days. Circle the number that is most true, not the number you wish were true. Choose the lower number when the practice happens only in strong seasons or depends on you carrying every part of the process.

Statement	Score
I regularly notice faithfulness, character, and maturity in the people around me.	1 2 3 4
I help people recognize gifts and strengths God may be forming in them.	1 2 3 4
I give people clear opportunities to serve and grow without rushing them.	1 2 3 4
I walk with leaders through encouragement, correction, and support after giving responsibility.	1 2 3 4

My total: _____ / 16

_____

LOW | 4 TO 6

This area needs attention now. Begin with one clear step. Ask for support, protect a small rhythm, and set a follow-up date.

MEDIUM | 7 TO 11

You can see the need, but a clearer rhythm, greater intention, or help from others is needed. Strengthen one part of the practice first.

HIGH | 12 TO 16

This is a growing strength. Guard it. Continue making room for honest feedback, new leaders, and steady follow-through.

Practical Tool

Leadership Discovery Worksheet

Use this worksheet before inviting someone into greater responsibility. It is not a test. It is a way to pay attention.

PERSON AND CURRENT CONNECTION

Who is this person and how are they connected to the church?

Name and current connection:

_____

_____

WHAT IS ALREADY VISIBLE?

Look for patterns, not isolated moments.

[ ] Shows up consistently
[ ] Serves without attention
[ ] Follows through
[ ] Receives correction with humility
[ ] Cares for people naturally
[ ] Learns from Scripture
[ ] Handles responsibility well
[ ] Encourages others

Specific examples I have noticed:

_____

_____

WHAT GIFTS OR STRENGTHS MAY BE DEVELOPING?

Do not force an answer. Name what you see.

[ ] Teaching or explaining Scripture
[ ] Encouragement
[ ] Hospitality
[ ] Care for people
[ ] Leadership and organization
[ ] Wisdom in conversation
[ ] Prayerfulness
[ ] Serving behind the scenes
[ ] Building relationships
[ ] Mentoring

What seems most life-giving for this person:

_____

_____

WHAT FORMATION MAY BE NEEDED?

Every leader needs formation.

[ ] Scripture and prayer
[ ] Confidence rooted in Christ
[ ] Humility
[ ] Emotional maturity
[ ] Family or relationship health
[ ] Communication
[ ] Experience serving people
[ ] A mentor or community

What support may help most:

_____

_____

WHAT IS THE NEXT FAITHFUL STEP?

Keep the step clear and appropriately sized.

[ ] Invite them to coffee
[ ] Pray with them
[ ] Invite them to observe
[ ] Give a small responsibility
[ ] Connect them with a mentor
[ ] Invite them into leadership community
[ ] Ask them to co-lead

The next step and follow-up date:

_____

_____

Choose One Faithful Response

Take the next honest step.

You do not need to solve every part of this practice today. Choose one response that helps you or someone in your care move toward greater faithfulness.

1. NAME WHAT YOU ARE RESPONDING TO

[ ] A faithful person I have overlooked
[ ] A young leader who needs encouragement
[ ] A volunteer who needs formation
[ ] A role that needs new leadership
[ ] A need to better notice gifts
[ ] A person ready for a next step

2. CHOOSE ONE FAITHFUL RESPONSE

[ ] Schedule a conversation.
[ ] Complete a Leadership Discovery Worksheet.
[ ] Name what I have noticed.
[ ] Invite someone to observe or assist.
[ ] Give a small responsibility.
[ ] Ask a current leader to mentor someone newer.

3. MAKE IT SIMPLE ENOUGH TO FOLLOW THROUGH

My first step is:

_____

_____

[ ] I will begin today.
[ ] I will begin within two days.
[ ] I will begin this week.
[ ] I will begin on this date: _____

The person or group I will involve is:

_____

MY PRAYER

Jesus, help me see people the way You see them. Give me patience to notice faithfulness, wisdom to know when to invite someone closer, and courage to give people room to grow.

Walk with a Trusted Leader

Bring this into a faithful conversation.

Use this page when you need help discerning the next step, preparing for a conversation, sharing responsibility, or staying honest about the current season.

WHAT KIND OF SUPPORT DO YOU NEED?

[ ] Help seeing this situation clearly.
[ ] Help naming the next faithful step.
[ ] Help preparing a conversation.
[ ] Help sharing responsibility.
[ ] Prayer for wisdom.
[ ] A follow-up conversation this week.

SHARE IN THREE SIMPLE PARTS

1. Who am I paying attention to?

_____

2. What faithfulness or gift have I noticed?

_____

3. What is the next faithful step?

_____

QUESTIONS A TRUSTED LEADER CAN ASK

[ ] What have you observed over time?
[ ] What fruit do you see?
[ ] What strength needs to be named?
[ ] What formation may still be needed?
[ ] What responsibility could stretch them without overwhelming them?

BEFORE YOU END THE CONVERSATION

The one thing I will do next:

_____

The person who will follow up with me:

_____

[ ] We will reconnect within two days.
[ ] We will reconnect this week.
[ ] We will reconnect this month.
[ ] We will reconnect on this date: _____

GUIDED PRACTICE 04

BUILD DISCIPLES WHO REPRODUCE

Healthy discipleship helps people follow Jesus faithfully, then prepares them to help someone else do the same.

BOOK CONNECTION	PRIMARY SCRIPTURE
Chapter Four: Discipleship That Reproduces	Second Timothy chapter 2, verse 2

Why This Practice Matters

Discipleship is more than attendance or information. It is the patient work of walking with people as they learn to follow Jesus, receive truth, obey what God is showing them, and begin helping others grow.

The goal is not to create people who depend on one pastor for every answer. It is to form disciples who know how to walk with Jesus, care for others, open Scripture, pray honestly, and help another person take a faithful step.

CHOOSE HOW YOU ARE USING THIS PRACTICE

[ ] I read the matching book chapter first.
[ ] I am using this Field Guide on its own.
[ ] I am working through this with a trusted pastor, leader, mentor, or group.

HOW TO USE THIS PRACTICE

1. Read the Scripture and short teaching slowly.
2. Circle or check the responses that feel most true.
3. Complete the practical tool.
4. Choose one faithful response.
5. Set a follow-up date with a trusted person.

Suggested time: 45 to 60 minutes.

What to Carry Forward

Look for one person you can walk with more intentionally, one area where they need formation, and one simple way to help them begin investing in someone else.

WHAT YOU WILL WORK THROUGH

01
Receive the Truth
Return to the pattern of Jesus and Paul.

02
Notice the People Near You
Identify the people God may already be placing in your life.

03
Form Through Relationship
Consider what people need beyond information or activity.

04
Help Others Reproduce
Choose one step that helps a disciple begin investing in another person.

Word | Wonder | Walk

Receive and reflect. Begin with Scripture. Then circle or check the responses that feel most true. Use the writing space only where a few words help you name what matters.

WORD

Reading: Second Timothy chapter 2, verse 2. Open the passage in your Bible. Read it once without writing. Read it a second time and notice what it teaches about this season of leadership.

- [ ] Truth is meant to be entrusted.
- [ ] Discipleship moves through faithful people.
- [ ] Formation takes time and relationship.
- [ ] The work should not stop with me.
- [ ] I need to invest more intentionally.
- [ ] I need to help people reproduce faithfulness.

One truth I want to carry forward:

_____

_____

WONDER

- [ ] People around me need intentional discipleship.
- [ ] I am investing in people but not helping them invest in others.
- [ ] I have been focused on filling roles more than forming disciples.
- [ ] I need to spend time with fewer people.
- [ ] I need a simple discipleship rhythm.
- [ ] Someone is ready to take a next step.
- [ ] I need to follow up more consistently.
- [ ] I need help sharing this work.

The person, team, or area I want to bring before Jesus is:

_____

_____

What might Jesus be inviting me to notice or do?

_____

_____

The Action Blueprint

See the present condition.

Score the statements honestly. This is not a grade or a verdict. It helps you notice where greater attention, support, or faithful follow-through may be needed.

HOW TO SCORE

Think about your ordinary pattern during the past thirty days. Circle the number that is most true, not the number you wish were true. Choose the lower number when the practice happens only in strong seasons or depends on you carrying every part of the process.

Statement	Score
I am intentionally walking with at least one person who is growing in faith and leadership.	1 2 3 4
I help people connect Scripture to daily obedience, not only information.	1 2 3 4
I give people appropriate opportunities to serve, lead, and learn through responsibility.	1 2 3 4
I am helping leaders learn how to invest in and form others.	1 2 3 4

My total: _____ / 16

_____

LOW | 4 TO 6

This area needs attention now. Begin with one clear step. Ask for support, protect a small rhythm, and set a follow-up date.

MEDIUM | 7 TO 11

You can see the need, but a clearer rhythm, greater intention, or help from others is needed. Strengthen one part of the practice first.

HIGH | 12 TO 16

This is a growing strength. Guard it. Continue making room for honest feedback, new leaders, and steady follow-through.

Practical Tool

Discipleship Multiplication Map

Use this map to see the people God has placed around you and identify where intentional investment can begin. Focus on faithfulness, not numbers.

MY FIRST CIRCLE

Who am I intentionally walking with right now?

Name and current relationship:

_____

_____

[ ] New believer
[ ] Volunteer
[ ] Small-group participant
[ ] Emerging leader
[ ] Ministry leader
[ ] Friend or family member

What are they growing in and what do they need most?

_____

_____

MY SECOND CIRCLE

Who else may need a more intentional relationship?

Name, what I have noticed, and next step:

_____

_____

_____

THE REPRODUCTION QUESTION

Who might this person be able to encourage, pray with, serve, or disciple?

Name and one simple next step:

_____

_____

A SIMPLE DISCIPLESHIP RHYTHM

MEET - Make time to be together regularly.
LISTEN - Ask what is happening in life and faith.
OPEN THE WORD - Read Scripture and ask what obedience looks like.
PRAY - Bring what is true before Jesus.
PRACTICE - Choose one clear step.
FOLLOW UP - Ask what happened and keep walking.

Choose One Faithful Response

Take the next honest step.

You do not need to solve every part of this practice today. Choose one response that helps you or someone in your care move toward greater faithfulness.

1. NAME WHAT YOU ARE RESPONDING TO

[ ] I need to begin walking with one person

[ ] I need to be more intentional

[ ] I need to help a leader disciple another person

[ ] I need a clearer rhythm

[ ] I need to slow down and give someone attention

[ ] I need to follow up

2. CHOOSE ONE FAITHFUL RESPONSE

[ ] Schedule one conversation.

[ ] Invite someone to read Scripture with me.

[ ] Ask one person about their current season.

[ ] Pray with a growing leader.

[ ] Invite someone to serve alongside me.

[ ] Begin a recurring meeting rhythm.

3. MAKE IT SIMPLE ENOUGH TO FOLLOW THROUGH

My first step is:

_____

_____

[ ] I will begin today.

[ ] I will begin within two days.

[ ] I will begin this week.

[ ] I will begin on this date: _____

The person or group I will involve is:

_____

MY PRAYER

Jesus, help me notice the people You have placed around me. Give me patience to walk with them, wisdom to know what they need, and courage to help them become people who help others follow You.

Walk with a Trusted Leader

Bring this into a faithful conversation.

Use this page when you need help discerning the next step, preparing for a conversation, sharing responsibility, or staying honest about the current season.

WHAT KIND OF SUPPORT DO YOU NEED?

[ ] Help seeing this situation clearly.

[ ] Help naming the next faithful step.

[ ] Help preparing a conversation.

[ ] Help sharing responsibility.

[ ] Prayer for wisdom.

[ ] A follow-up conversation this week.

SHARE IN THREE SIMPLE PARTS

1. Who is God placing near me?

_____

2. What do they need most?

_____

3. What is my next faithful step?

_____

QUESTIONS A TRUSTED LEADER CAN ASK

[ ] Who are you intentionally walking with?
[ ] What is God already doing?
[ ] What responsibility could help them grow?
[ ] Who might they one day help grow?
[ ] What simple rhythm can you sustain?

BEFORE YOU END THE CONVERSATION

The one thing I will do next:

_____

The person who will follow up with me:

_____

[ ] We will reconnect within two days.
[ ] We will reconnect this week.
[ ] We will reconnect this month.
[ ] We will reconnect on this date: _____

GUIDED PRACTICE 05

LEAD LIKE JESUS

Healthy leadership forms people through relationship, responsibility, and release.

BOOK CONNECTION
Chapter Five: The Pattern of Jesus

PRIMARY SCRIPTURE
Mark chapter 3, verses 13 through 15

Why This Practice Matters

Jesus called people close before He sent them out. They watched His life, heard His teaching, carried real responsibility, and learned through His patient correction.

Healthy pastors do not only give people tasks. They help people understand the heart behind the work, trust them with responsibility, stay near enough to guide them, and release them when faithfulness becomes visible.

CHOOSE HOW YOU ARE USING THIS PRACTICE

[ ] I read the matching book chapter first.
[ ] I am using this Field Guide on its own.
[ ] I am working through this with a trusted pastor, leader, mentor, or group.

HOW TO USE THIS PRACTICE

1. Read the Scripture and short teaching slowly.
2. Circle or check the responses that feel most true.
3. Complete the practical tool.
4. Choose one faithful response.
5. Set a follow-up date with a trusted person.

Suggested time: 45 to 60 minutes.

What to Carry Forward

Look for one person who needs greater relationship, one responsibility that could help them grow, and one place where you may need to release control.

WHAT YOU WILL WORK THROUGH

01
Relationship
Consider whether people are close enough to learn from your life, not only your instruction.

02
Responsibility
Identify where someone needs a real opportunity to serve, lead, and grow.

03
Release
Notice where you may need to trust another person with work you have been carrying.

04
Faithful Follow-Through
Choose one practical action that helps a leader take the next step without being left alone.

Word | Wonder | Walk

Receive and reflect. Begin with Scripture. Then circle or check the responses that feel most true. Use the writing space only where a few words help you name what matters.

WORD

Reading: Mark chapter 3, verses 13 through 15. Open the passage in your Bible. Read it once without writing. Read it a second time and notice what it teaches about this season of leadership.

- [ ] Jesus called people to be with Him before sending them.
- [ ] Formation comes before full release.
- [ ] Responsibility is part of discipleship.
- [ ] I may be trying to develop leaders from too far away.
- [ ] I need to trust Jesus with people's growth.
- [ ] I need to explain the heart behind the work.

One truth I want to carry forward:

_____

_____

WONDER

- [ ] People need more than an assignment.
- [ ] I have been giving tasks without enough relationship.
- [ ] I am walking closely with people but not trusting them.
- [ ] I carry work because it feels faster.
- [ ] A leader needs clearer support.
- [ ] I need to create better learning opportunities.
- [ ] I am slow to release someone.
- [ ] I need to make the mission clearer.

The person, team, or area I want to bring before Jesus is:

_____

_____

What might Jesus be inviting me to notice or do?

_____

_____

The Action Blueprint

See the present condition.

Score the statements honestly. This is not a grade or a verdict. It helps you notice where greater attention, support, or faithful follow-through may be needed.

HOW TO SCORE

Think about your ordinary pattern during the past thirty days. Circle the number that is most true, not the number you wish were true. Choose the lower number when the practice happens only in strong seasons or depends on you carrying every part of the process.

Statement	Score
I make time to know the people I am forming beyond their role or performance.	1 2 3 4
I give emerging leaders clear and appropriate responsibility.	1 2 3 4
I stay close enough to encourage, correct, and help people learn after they serve.	1 2 3 4
I can release responsibility without needing people to lead exactly as I would lead.	1 2 3 4

My total: _____ / 16

_____

LOW | 4 TO 6

This area needs attention now. Begin with one clear step. Ask for support, protect a small rhythm, and set a follow-up date.

MEDIUM | 7 TO 11

You can see the need, but a clearer rhythm, greater intention, or help from others is needed. Strengthen one part of the practice first.

HIGH | 12 TO 16

This is a growing strength. Guard it. Continue making room for honest feedback, new leaders, and steady follow-through.

Practical Tool

Relationship, Responsibility, and Release Review

Use this review with one emerging leader, current team leader, volunteer, staff member, or ministry area.

RELATIONSHIP

What has this person seen in your life or leadership?

[ ] Prayer and dependence on God
[ ] How you prepare
[ ] How you care for people
[ ] How you handle conflict
[ ] How you make decisions
[ ] How you rest
[ ] How you receive correction

One relationship or access step I will take:

_____

_____

RESPONSIBILITY

What responsibility could help this person grow?

[ ] Lead a prayer
[ ] Help lead a group
[ ] Teach a short devotion
[ ] Follow up with someone
[ ] Lead a ministry task
[ ] Coordinate a small team
[ ] Co-lead with someone experienced

The responsibility and support I will entrust:

_____

_____

RELEASE

What may be keeping this person from being trusted with greater responsibility?

[ ] More formation is needed
[ ] They need clearer mission understanding
[ ] They need training
[ ] They need healthier pace
[ ] I have not released control
[ ] I fear they will lead differently

The next release step:

_____

_____

FOLLOW-THROUGH

When will you meet again to reflect, encourage, and help them grow?

Next meeting date and questions to ask:

_____

_____

Choose One Faithful Response

Take the next honest step.

You do not need to solve every part of this practice today. Choose one response that helps you or someone in your care move toward greater faithfulness.

1. NAME WHAT YOU ARE RESPONDING TO

[ ] A leader needs more relationship

[ ] A person needs a real opportunity

[ ] A role I have held too tightly

[ ] A leader needs clearer support

[ ] A team depends too much on me

[ ] A person is ready for a next step

2. CHOOSE ONE FAITHFUL RESPONSE

[ ] Schedule a meal with a leader.

[ ] Invite someone to serve alongside me.

[ ] Explain the heart behind a responsibility.

[ ] Give one small but real responsibility.

[ ] Debrief after they serve.

[ ] Release one responsibility.

3. MAKE IT SIMPLE ENOUGH TO FOLLOW THROUGH

My first step is:

_____

_____

[ ] I will begin today.

[ ] I will begin within two days.

[ ] I will begin this week.

[ ] I will begin on this date: _____

The person or group I will involve is:

_____

MY PRAYER

Jesus, teach me to lead as You led. Help me draw people close enough to learn, trust them with the work You are forming in them, and release them with faith when the time is right.

Walk with a Trusted Leader

Bring this into a faithful conversation.

Use this page when you need help discerning the next step, preparing for a conversation, sharing responsibility, or staying honest about the current season.

WHAT KIND OF SUPPORT DO YOU NEED?

[ ] Help seeing this situation clearly.

[ ] Help naming the next faithful step.

[ ] Help preparing a conversation.

[ ] Help sharing responsibility.

[ ] Prayer for wisdom.

[ ] A follow-up conversation this week.

SHARE IN THREE SIMPLE PARTS

1. Who am I forming?

_____

2. What do they need most?

_____

3. What is the next faithful step?

_____

QUESTIONS A TRUSTED LEADER CAN ASK

[ ] Is this person known beyond their role?
[ ] What responsibility could help them grow?
[ ] What support will they need?
[ ] What may you be holding too tightly?
[ ] When will you follow up?

BEFORE YOU END THE CONVERSATION

The one thing I will do next:

_____

The person who will follow up with me:

_____

[ ] We will reconnect within two days.
[ ] We will reconnect this week.
[ ] We will reconnect this month.
[ ] We will reconnect on this date: _____

GUIDED PRACTICE 06

HAVE CONVERSATIONS THAT FORM

Healthy pastors listen with care, speak truth with grace, and help people take the next faithful step.

BOOK CONNECTION	PRIMARY SCRIPTURE
Chapter Six: Discipleship Conversations That Form	Proverbs chapter 20, verse 5

Why This Practice Matters

Many important moments in ministry happen in conversation. One honest conversation can become the place where a leader begins to heal, repent, gain clarity, receive courage, or take responsibility.

A healthy pastor does not rush to fill every silence. He listens, asks honest questions, opens Scripture when truth is needed, offers encouragement when someone is discouraged, and brings correction when love requires it.

CHOOSE HOW YOU ARE USING THIS PRACTICE

[ ] I read the matching book chapter first.
[ ] I am using this Field Guide on its own.
[ ] I am working through this with a trusted pastor, leader, mentor, or group.

HOW TO USE THIS PRACTICE

1. Read the Scripture and short teaching slowly.
2. Circle or check the responses that feel most true.
3. Complete the practical tool.
4. Choose one faithful response.
5. Set a follow-up date with a trusted person.

Suggested time: 45 to 60 minutes.

What to Carry Forward

Look for one person who needs your attention, one truth that needs to be spoken with grace, and one next step that helps the conversation lead toward faithful action.

WHAT YOU WILL WORK THROUGH

01
Listen Beneath the Surface

Slow down enough to understand what may be happening in a person's heart.

02
Ask Honest Questions

Use questions that help people name fear, hope, responsibility, and obedience.

03
Speak Truth with Grace

Know when encouragement, correction, Scripture, or counsel is needed.

04
Follow Through with Care

Help people take one next step and know they are not walking alone.

Word | Wonder | Walk

Receive and reflect. Begin with Scripture. Then circle or check the responses that feel most true. Use the writing space only where a few words help you name what matters.

WORD

Reading: Proverbs chapter 20, verse 5. Open the passage in your Bible. Read it once without writing. Read it a second time and notice what it teaches about this season of leadership.

- [ ] People often carry more than they first reveal.
- [ ] Listening requires patience.
- [ ] Wise questions can draw out truth.
- [ ] I need to slow down before offering advice.
- [ ] The Holy Spirit can help me understand the heart.
- [ ] Someone needs to be heard before they are directed.

One truth I want to carry forward:

_____

_____

WONDER

- [ ] I give answers before understanding.
- [ ] I have avoided a needed conversation.
- [ ] A leader needs encouragement.
- [ ] A leader needs loving correction.
- [ ] I need to listen more carefully.
- [ ] I need to ask better questions.
- [ ] I need to follow up after a difficult conversation.
- [ ] Someone may need support beyond this conversation.

The person, team, or area I want to bring before Jesus is:

_____

_____

What might Jesus be inviting me to notice or do?

_____

_____

The Action Blueprint

See the present condition.

Score the statements honestly. This is not a grade or a verdict. It helps you notice where greater attention, support, or faithful follow-through may be needed.

HOW TO SCORE

Think about your ordinary pattern during the past thirty days. Circle the number that is most true, not the number you wish were true. Choose the lower number when the practice happens only in strong seasons or depends on you carrying every part of the process.

Statement	Score
I create enough space for people to speak honestly before I offer direction.	1 2 3 4
I ask questions that help people reflect on what is true beneath the surface.	1 2 3 4
I speak encouragement and correction with humility, clarity, and love.	1 2 3 4
I follow up after meaningful conversations and help people take a faithful next step.	1 2 3 4

My total: _____ / 16

_____

LOW | 4 TO 6

This area needs attention now. Begin with one clear step. Ask for support, protect a small rhythm, and set a follow-up date.

MEDIUM | 7 TO 11

You can see the need, but a clearer rhythm, greater intention, or help from others is needed. Strengthen one part of the practice first.

HIGH | 12 TO 16

This is a growing strength. Guard it. Continue making room for honest feedback, new leaders, and steady follow-through.

Practical Tool

Conversation Preparation Guide

Use this tool before a meaningful conversation. It helps you enter with a clear heart; it is not a script.

PRAY BEFORE YOU SPEAK

What do I need to bring before Jesus before this conversation?

[ ] Frustration
[ ] Fear
[ ] A desire to control the outcome
[ ] Assumptions
[ ] Pride
[ ] Need to be right
[ ] Lack of patience
[ ] Concern for this person

My prayer before the conversation:

_____
_____

WHAT DO I KNOW?

Name only what you have observed or heard directly. Do not write assumptions as facts.

WHAT I KNOW	WHAT I DO NOT KNOW YET
_____	_____
_____	_____

WHAT MAY BE BENEATH THE SURFACE?

Prepare to listen with awareness, not to diagnose.

[ ] Fear
[ ] Disappointment
[ ] Grief
[ ] Shame
[ ] Exhaustion
[ ] Conflict
[ ] Isolation
[ ] Insecurity
[ ] Confusion
[ ] A need for clarity

QUESTIONS THAT MAY HELP

Choose two or three questions.

[ ] What has this season been like for you?
[ ] What feels heaviest right now?
[ ] What are you carrying alone?
[ ] What are you most afraid of?
[ ] What do you believe God may be showing you?
[ ] What is one next step you know you need to take?

The two questions I most want to ask:

_____
_____

TRUTH AND NEXT STEP

What Scripture, encouragement, correction, or invitation may be needed?

The truth I may need to speak and our next step:

_____
_____
_____

Choose One Faithful Response

Take the next honest step.

You do not need to solve every part of this practice today. Choose one response that helps you or someone in your care move toward greater faithfulness.

1. NAME WHAT YOU ARE RESPONDING TO

[ ] A conversation I have avoided
[ ] A leader needs encouragement
[ ] A leader needs correction
[ ] A person needs to be heard
[ ] A conflict needs attention
[ ] A burden is being carried alone

2. CHOOSE ONE FAITHFUL RESPONSE

[ ] Schedule one conversation.
[ ] Listen without interrupting for ten minutes.
[ ] Ask what feels heaviest.
[ ] Open one Scripture passage.
[ ] Speak one specific encouragement.
[ ] Set a follow-up date.

3. MAKE IT SIMPLE ENOUGH TO FOLLOW THROUGH

My first step is:

_____

_____

[ ] I will begin today.
[ ] I will begin within two days.
[ ] I will begin this week.
[ ] I will begin on this date: _____

The person or group I will involve is:

_____

MY PRAYER

Jesus, teach me to listen with care and speak with truth. Help me see the person in front of me as someone You love. Give me courage for the conversations I have avoided.

Walk with a Trusted Leader

Bring this into a faithful conversation.

Use this page when you need help discerning the next step, preparing for a conversation, sharing responsibility, or staying honest about the current season.

WHAT KIND OF SUPPORT DO YOU NEED?

[ ] Help seeing this situation clearly.
[ ] Help naming the next faithful step.
[ ] Help preparing a conversation.
[ ] Help sharing responsibility.
[ ] Prayer for wisdom.
[ ] A follow-up conversation this week.
[ ] Help deciding whether additional care is needed.

SHARE IN THREE SIMPLE PARTS

1. What is happening?

_____

2. What do I need to understand?

_____

3. What is the next faithful step?

_____

QUESTIONS A TRUSTED LEADER CAN ASK

[ ] What do you know for certain?
[ ] What assumptions may you be carrying?
[ ] What may be beneath the surface?
[ ] What question could help draw out truth?
[ ] Does this person need additional support?

BEFORE YOU END THE CONVERSATION

The one thing I will do next:

_____

The person who will follow up with me:

_____

[ ] We will reconnect within two days.
[ ] We will reconnect this week.
[ ] We will reconnect this month.
[ ] We will reconnect on this date: _____

GUIDED PRACTICE 07

BUILD LEGACY BEFORE TRANSITION

Healthy pastors prepare people for the work before a change in leadership makes preparation urgent.

BOOK CONNECTION
Chapter Seven: Legacy Over Longevity

PRIMARY SCRIPTURE
Numbers chapter 27, verses 15 through 23

Why This Practice Matters

Succession is not a final-year ministry project. It begins when a pastor understands that the church belongs to Christ, the people belong to Christ, and the work must continue beyond one leader's season.

Healthy legacy begins when pastors identify faithful people, share responsibility, make the mission clear, and prepare others to carry the work with humility and courage.

CHOOSE HOW YOU ARE USING THIS PRACTICE

[ ] I read the matching book chapter first.
[ ] I am using this Field Guide on its own.
[ ] I am working through this with a trusted pastor, leader, mentor, or group.

HOW TO USE THIS PRACTICE

1. Read the Scripture and short teaching slowly.
2. Circle or check the responses that feel most true.
3. Complete the practical tool.
4. Choose one faithful response.
5. Set a follow-up date with a trusted person.

Suggested time: 45 to 60 minutes.

What to Carry Forward

Look for one responsibility that is too dependent on you, one person who may need greater formation, and one value that needs to be written down or shared more clearly.

WHAT YOU WILL WORK THROUGH

01
The Work Beyond Your Season

Return to the truth that the church belongs to Christ and the mission continues.

02
The People God Is Raising Up

Identify faithful people who may need more attention and responsibility.

03
Responsibilities That Need to Be Shared

Notice where knowledge and decisions remain too concentrated.

04
A Clear Plan for Transition

Choose one action that strengthens the church now and prepares it for the future.

Word | Wonder | Walk

Receive and reflect. Begin with Scripture. Then circle or check the responses that feel most true. Use the writing space only where a few words help you name what matters.

WORD

Reading: Numbers chapter 27, verses 15 through 23. Open the passage in your Bible. Read it once without writing. Read it a second time and notice what it teaches about this season of leadership.

- [ ] Moses cared about the future of the people.
- [ ] God prepared Joshua through faithfulness.
- [ ] Leadership responsibility can be shared.
- [ ] Public affirmation matters.
- [ ] I need to prepare people before I need them.
- [ ] The future rests in God's faithfulness, not my control.

One truth I want to carry forward:

_____

_____

WONDER

- [ ] Important knowledge lives in my head.
- [ ] Our church depends on one or two leaders.
- [ ] People may be ready for more formation.
- [ ] I need to share mission and values more clearly.
- [ ] I have avoided succession conversations.
- [ ] We need an emergency transition plan.
- [ ] I need to release authority in one area.
- [ ] A leader needs public encouragement.

The person, team, or area I want to bring before Jesus is:

_____

_____

What might Jesus be inviting me to notice or do?

_____

_____

The Action Blueprint

See the present condition.

Score the statements honestly. This is not a grade or a verdict. It helps you notice where greater attention, support, or faithful follow-through may be needed.

HOW TO SCORE

Think about your ordinary pattern during the past thirty days. Circle the number that is most true, not the number you wish were true. Choose the lower number when the practice happens only in strong seasons or depends on you carrying every part of the process.

Statement	Score
I am intentionally forming people who could carry greater leadership responsibility over time.	1 2 3 4
Key ministry responsibilities are shared clearly and are not dependent on me alone.	1 2 3 4
Our church's mission, values, and key decisions are understood by more than one leader.	1 2 3 4
I have begun preparing for both planned and unexpected leadership transitions.	1 2 3 4

My total: _____ / 16

_____

LOW | 4 TO 6

This area needs attention now. Begin with one clear step. Ask for support, protect a small rhythm, and set a follow-up date.

MEDIUM | 7 TO 11

You can see the need, but a clearer rhythm, greater intention, or help from others is needed. Strengthen one part of the practice first.

HIGH | 12 TO 16

This is a growing strength. Guard it. Continue making room for honest feedback, new leaders, and steady follow-through.

Practical Tool

Succession Planning Framework

This is a working framework for identifying what needs to be shared, who needs to be formed, and how the church can become less dependent on one leader.

THE PRESENT SEASON

What is the most important work God has given you in this season?

Our current season and most important work:

_____

_____

CORE VALUES TO PRESERVE

What convictions must remain rooted even as methods change?

[ ] Jesus at the center
[ ] Scripture as authority
[ ] Prayer and dependence
[ ] Healthy discipleship
[ ] Faithful teaching
[ ] Care for people
[ ] Humble leadership
[ ] Community and accountability
[ ] Service and mission
[ ] Multiplying leaders

Three to five values future leaders must understand:

_____

_____

_____

_____

RESPONSIBILITIES THAT NEED TO BE SHARED

List work currently dependent on one person or small group.

Responsibility	Current Person	Who Could Learn	First Next Step
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

PEOPLE GOD MAY BE RAISING UP

Repeat this section for each person you are intentionally forming.

Name, observed faithfulness, formation needed, and next step:

_____

_____

_____

_____

EMERGENCY TRANSITION PLAN

Who gathers leaders, communicates, cares for family, and covers key areas if a leader cannot continue?

Area	Point Person	Information Needed	First Action
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

THE NEXT NINETY DAYS

Choose only a few clear actions.

WITHIN 30 DAYS	WITHIN 60-90 DAYS
_____	_____
_____	_____
_____	_____

Choose One Faithful Response

Take the next honest step.

You do not need to solve every part of this practice today. Choose one response that helps you or someone in your care move toward greater faithfulness.

1. NAME WHAT YOU ARE RESPONDING TO

[ ] A responsibility only I understand
[ ] A leader who needs formation
[ ] A lack of written values
[ ] A ministry area dependent on one person
[ ] A need for an emergency plan
[ ] A delayed succession conversation

2. CHOOSE ONE FAITHFUL RESPONSE

[ ] Identify one key responsibility to share.
[ ] Invite one faithful person into a conversation.
[ ] Write three core values.
[ ] Begin an emergency transition plan.
[ ] Set a ninety-day review date.
[ ] Publicly encourage a faithful leader.

3. MAKE IT SIMPLE ENOUGH TO FOLLOW THROUGH

My first step is:

_____

_____

[ ] I will begin today.
[ ] I will begin within two days.
[ ] I will begin this week.
[ ] I will begin on this date: _____

The person or group I will involve is:

_____

MY PRAYER

Jesus, the church belongs to You. Show me the people You are raising up, the responsibilities I need to share, and the values I need to make clear. Give me courage to prepare others with faith.

Walk with a Trusted Leader

Bring this into a faithful conversation.

Use this page when you need help discerning the next step, preparing for a conversation, sharing responsibility, or staying honest about the current season.

WHAT KIND OF SUPPORT DO YOU NEED?

[ ] Help seeing this situation clearly.
[ ] Help naming the next faithful step.
[ ] Help preparing a conversation.
[ ] Help sharing responsibility.
[ ] Prayer for wisdom.
[ ] A follow-up conversation this week.

SHARE IN THREE SIMPLE PARTS

1. What is too dependent on me?

_____

2. Who might God be raising up?

_____

3. What is the next faithful step?

_____

QUESTIONS A TRUSTED LEADER CAN ASK

[ ] What would happen if you were unavailable for sixty days?
[ ] What knowledge needs to be shared?
[ ] Who has shown faithfulness?
[ ] What values need to be carried?
[ ] What are you holding too tightly?

BEFORE YOU END THE CONVERSATION

The one thing I will do next:

_____

The person who will follow up with me:

_____

[ ] We will reconnect within two days.
[ ] We will reconnect this week.
[ ] We will reconnect this month.
[ ] We will reconnect on this date: _____

GUIDED PRACTICE 08

BUILD MINISTRY TEAMS THAT CARRY WEIGHT

Healthy teams help people serve with clarity, share responsibility, and care for the church together.

BOOK CONNECTION
Chapter Eight: Multiplying Ministry Teams

PRIMARY SCRIPTURE
Exodus chapter 18, verses 17 through 23

Why This Practice Matters

Ministry was never meant to rest on one pastor. When every need, decision, and responsibility returns to one person, the pastor grows tired, leaders remain underdeveloped, and the church becomes dependent on one person's capacity.

Healthy teams help people serve according to their gifts, make responsibility clear, strengthen care, and create room for leaders to grow.

CHOOSE HOW YOU ARE USING THIS PRACTICE

[ ] I read the matching book chapter first.
[ ] I am using this Field Guide on its own.
[ ] I am working through this with a trusted pastor, leader, mentor, or group.

HOW TO USE THIS PRACTICE

1. Read the Scripture and short teaching slowly.
2. Circle or check the responses that feel most true.
3. Complete the practical tool.
4. Choose one faithful response.
5. Set a follow-up date with a trusted person.

Suggested time: 45 to 60 minutes.

What to Carry Forward

Look for one team that needs support, one responsibility that needs clearer ownership, and one person who may be ready to grow.

WHAT YOU WILL WORK THROUGH

01
Character Before Capacity
Look for humility, faithfulness, wisdom, and teachability before visibility or skill.

02
Clear Responsibility
Identify what the team owns and what belongs to someone else.

03
Healthy Support
Consider what leaders need to serve well without isolation or overload.

04
Shared Mission
Help every team understand how its work strengthens the mission of the church.

Word | Wonder | Walk

Receive and reflect. Begin with Scripture. Then circle or check the responses that feel most true. Use the writing space only where a few words help you name what matters.

WORD

Reading: Exodus chapter 18, verses 17 through 23. Open the passage in your Bible. Read it once without writing. Read it a second time and notice what it teaches about this season of leadership.

- [ ] The work becomes unhealthy when one person carries too much.
- [ ] Shared leadership strengthens people.
- [ ] Good intentions need healthy structure.
- [ ] I may be carrying work someone else could learn.
- [ ] Character comes before responsibility.
- [ ] God is already raising people around me.

One truth I want to carry forward:

_____

_____

WONDER

- [ ] I am carrying responsibilities others could share.
- [ ] Good people need clearer direction.
- [ ] A team depends too heavily on me.
- [ ] A leader may be near exhaustion.
- [ ] Roles are unclear.
- [ ] A team needs better follow-up.
- [ ] Leaders need more support.
- [ ] Teams need mission clarity.

The person, team, or area I want to bring before Jesus is:

_____

_____

What might Jesus be inviting me to notice or do?

_____

_____

The Action Blueprint

See the present condition.

Score the statements honestly. This is not a grade or a verdict. It helps you notice where greater attention, support, or faithful follow-through may be needed.

HOW TO SCORE

Think about your ordinary pattern during the past thirty days. Circle the number that is most true, not the number you wish were true. Choose the lower number when the practice happens only in strong seasons or depends on you carrying every part of the process.

Statement	Score
Our ministry teams have clear purpose and responsibility.	1 2 3 4
Our team leaders are known, supported, and able to ask for help.	1 2 3 4
We identify and form people of character before giving greater responsibility.	1 2 3 4
Our teams understand how their work supports the mission of the church.	1 2 3 4

My total: _____ / 16

_____

LOW | 4 TO 6

This area needs attention now. Begin with one clear step. Ask for support, protect a small rhythm, and set a follow-up date.

MEDIUM | 7 TO 11

You can see the need, but a clearer rhythm, greater intention, or help from others is needed. Strengthen one part of the practice first.

HIGH | 12 TO 16

This is a growing strength. Guard it. Continue making room for honest feedback, new leaders, and steady follow-through.

Practical Tool

Ministry Team Health Map

Use this tool for one ministry team, leadership group, or service area. It helps you make the present condition visible and choose one next step.

PURPOSE

What is this team here to do? How does it support the mission?

One clear purpose statement:

_____

_____

PEOPLE

Who is currently carrying the work?

Name	Current Responsibility	Strength or Gift	Support Needed
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

ROLE CLARITY

What does this team own? What does it not own?

[ ] Planning
[ ] Communication
[ ] Volunteer care
[ ] Scheduling
[ ] Training
[ ] Pastoral follow-up
[ ] Event preparation
[ ] Guest care
[ ] Team meetings

Decisions the leader can make / decisions needing input:

_____

_____

_____

TEAM HEALTH

What is going well and what needs attention?

[ ] People serve faithfully
[ ] Roles are clear
[ ] Leader is supported
[ ] New volunteers are welcomed
[ ] Team prays together
[ ] Work is shared
[ ] Leader fatigue
[ ] Weak communication
[ ] Lack of training
[ ] Volunteer burnout
[ ] Conflict

The one area we need to strengthen first:

_____

_____

LEADER CARE AND DEVELOPMENT

How is the leader doing? Who is being prepared for future leadership?

Support and next development step:

_____

_____

_____

THE NEXT THIRTY DAYS

Choose a responsibility to clarify, a person to support, a person to form, and one rhythm to strengthen.

Action	Owner	Date	Review
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

Choose One Faithful Response

Take the next honest step.

You do not need to solve every part of this practice today. Choose one response that helps you or someone in your care move toward greater faithfulness.

1. NAME WHAT YOU ARE RESPONDING TO

[ ] A leader carrying too much
[ ] Unclear responsibility
[ ] A need for new volunteers
[ ] Weak communication
[ ] A team needs prayer
[ ] A leader needs encouragement

2. CHOOSE ONE FAITHFUL RESPONSE

[ ] Meet with one team leader.
[ ] Clarify a team's purpose.
[ ] Write responsibilities for one role.
[ ] Ask a leader what support they need.
[ ] Begin forming one new leader.
[ ] Establish a regular team check-in.

3. MAKE IT SIMPLE ENOUGH TO FOLLOW THROUGH

My first step is:

_____
_____

[ ] I will begin today.
[ ] I will begin within two days.
[ ] I will begin this week.
[ ] I will begin on this date: _____

The person or group I will involve is:

_____

MY PRAYER

Jesus, this work belongs to You. Help us build teams that serve with humility, clarity, and care. Show us where responsibility needs to be shared and where leaders need support.

Walk with a Trusted Leader

Bring this into a faithful conversation.

Use this page when you need help discerning the next step, preparing for a conversation, sharing responsibility, or staying honest about the current season.

WHAT KIND OF SUPPORT DO YOU NEED?

[ ] Help seeing this situation clearly.
[ ] Help naming the next faithful step.
[ ] Help preparing a conversation.
[ ] Help sharing responsibility.
[ ] Prayer for wisdom.
[ ] A follow-up conversation this week.

SHARE IN THREE SIMPLE PARTS

1. What is working well?

_____

2. What needs attention?

_____

3. What is the next faithful step?

_____

QUESTIONS A TRUSTED LEADER CAN ASK

[ ] What is this team called to carry?
[ ] Who is carrying too much?
[ ] What responsibility is unclear?
[ ] Who is ready to grow?
[ ] What team rhythm would bring health?

BEFORE YOU END THE CONVERSATION

The one thing I will do next:

_____

The person who will follow up with me:

_____

[ ] We will reconnect within two days.
[ ] We will reconnect this week.
[ ] We will reconnect this month.
[ ] We will reconnect on this date: _____

GUIDED PRACTICE 09

LEAD FROM HUMILITY

Healthy pastors do not need to remain at the center. They serve Christ, honor others, and make room for people to grow.

BOOK CONNECTION	PRIMARY SCRIPTURE
Chapter Nine: Leading Without the Spotlight	John chapter 3, verse 30

Why This Practice Matters

Pastoral leadership includes visible moments, and visible responsibility can become a quiet temptation. A pastor may begin needing recognition, struggle when another leader is praised, hold tightly to work, or measure faithfulness by attention.

John the Baptist understood his place: Jesus was the center. Healthy pastors can lead boldly without building identity on attention. They celebrate others, receive correction, serve in hidden places, and release responsibility with open hands.

CHOOSE HOW YOU ARE USING THIS PRACTICE

[ ] I read the matching book chapter first.
[ ] I am using this Field Guide on its own.
[ ] I am working through this with a trusted pastor, leader, mentor, or group.

HOW TO USE THIS PRACTICE

1. Read the Scripture and short teaching slowly.
2. Circle or check the responses that feel most true.
3. Complete the practical tool.
4. Choose one faithful response.
5. Set a follow-up date with a trusted person.

Suggested time: 45 to 60 minutes.

What to Carry Forward

Look for one area where you have held too tightly, one person whose growth you need to celebrate, and one hidden act of service that can help return your heart to Jesus.

WHAT YOU WILL WORK THROUGH

01
The Need to Be Seen
Notice where approval, recognition, comparison, or control may shape your heart.

02
The Freedom of Humility
Return to the truth that calling, gifts, and influence are received from God.

03
The Growth of Others
Consider who needs encouragement, trust, or greater room to lead.

04
Hidden Faithfulness
Choose one practice that helps you serve Christ when no one is watching.

Word | Wonder | Walk

Receive and reflect. Begin with Scripture. Then circle or check the responses that feel most true. Use the writing space only where a few words help you name what matters.

WORD

Reading: John chapter 3, verse 30. Open the passage in your Bible. Read it once without writing. Read it a second time and notice what it teaches about this season of leadership.

- [ ] My leadership should point people toward Jesus.
- [ ] I can serve faithfully without remaining central.
- [ ] Another leader's growth is not a threat.
- [ ] Christ is greater than my role.
- [ ] I need to release something.
- [ ] I need to celebrate someone.

One truth I want to carry forward:

_____

_____

WONDER

- [ ] I have struggled when someone else is praised.
- [ ] I have compared my ministry to another leader or church.
- [ ] I have kept responsibility close from fear.
- [ ] I am slow to celebrate others.
- [ ] I have been defensive when corrected.
- [ ] I am leading from a need to prove value.
- [ ] I need more hidden time with God.
- [ ] I need to honor someone.

The person, team, or area I want to bring before Jesus is:

_____

_____

What might Jesus be inviting me to notice or do?

_____

_____

The Action Blueprint

See the present condition.

Score the statements honestly. This is not a grade or a verdict. It helps you notice where greater attention, support, or faithful follow-through may be needed.

HOW TO SCORE

Think about your ordinary pattern during the past thirty days. Circle the number that is most true, not the number you wish were true. Choose the lower number when the practice happens only in strong seasons or depends on you carrying every part of the process.

Statement	Score
I can celebrate the growth, gifts, and influence of other leaders without comparison.	1 2 3 4
I release responsibility when someone is ready, even if they lead differently.	1 2 3 4
I receive correction without becoming defensive or withdrawing.	1 2 3 4
I make time to be with God where no one sees my work or affirms my role.	1 2 3 4

My total: _____ / 16

_____

LOW | 4 TO 6

This area needs attention now. Begin with one clear step. Ask for support, protect a small rhythm, and set a follow-up date.

MEDIUM | 7 TO 11

You can see the need, but a clearer rhythm, greater intention, or help from others is needed. Strengthen one part of the practice first.

HIGH | 12 TO 16

This is a growing strength. Guard it. Continue making room for honest feedback, new leaders, and steady follow-through.

Practical Tool

Open-Handed Leadership Review

Use this tool when you need to examine your heart around influence, responsibility, comparison, visibility, correction, or release.

NOTICE WHAT IS TRUE

Describe the situation simply.

What happened and what did I feel?

_____

_____

_____

[ ] Threatened
[ ] Overlooked
[ ] Frustrated
[ ] Afraid
[ ] Defensive
[ ] Competitive
[ ] Tired
[ ] Angry
[ ] Grateful
[ ] Hopeful

What did I want in that moment?

_____

_____

RETURN TO THE TRUTH

What is true about Christ in this situation?

[ ] Jesus is the Chief Shepherd
[ ] The church belongs to Christ
[ ] My value is not measured by attention
[ ] The growth of others can be part of my fruit
[ ] I do not need to control every outcome
[ ] Christ sees hidden work

The truth I need to receive:

_____

_____

NAME THE PERSON OR RESPONSIBILITY

Who is involved and what may they need from me?

[ ] Encouragement
[ ] Greater trust
[ ] A clearer role
[ ] Honest feedback
[ ] Public honor
[ ] Permission to lead
[ ] Prayer

My open-handed response:

_____

_____

PRACTICE HIDDEN FAITHFULNESS

Choose an action that does not depend on recognition.

[ ] Pray for someone hard to celebrate
[ ] Thank a quiet servant
[ ] Do an unseen act of service
[ ] Spend time with God without preparing for others
[ ] Ask for honest feedback
[ ] Celebrate another leader publicly
[ ] Give credit where due
[ ] Release one responsibility

The hidden faithfulness I will practice:

_____

_____

Choose One Faithful Response

Take the next honest step.

You do not need to solve every part of this practice today. Choose one response that helps you or someone in your care move toward greater faithfulness.

1. NAME WHAT YOU ARE RESPONDING TO

[ ] A leader I struggle to celebrate
[ ] A responsibility held too tightly
[ ] A need for recognition
[ ] A moment of comparison
[ ] Difficulty receiving correction
[ ] A lack of hidden time with God

2. CHOOSE ONE FAITHFUL RESPONSE

[ ] Pray for someone I compare myself to.
[ ] Send a word of encouragement.
[ ] Publicly honor a leader.
[ ] Give credit where credit is due.
[ ] Ask for honest feedback.
[ ] Release one responsibility.

3. MAKE IT SIMPLE ENOUGH TO FOLLOW THROUGH

My first step is:

_____

_____

[ ] I will begin today.
[ ] I will begin within two days.
[ ] I will begin this week.
[ ] I will begin on this date: _____

The person or group I will involve is:

_____

MY PRAYER

Jesus, You are greater. Free me from comparison, control, and the need to be seen. Teach me to celebrate others, receive correction, and lead with open hands.

Walk with a Trusted Leader

Bring this into a faithful conversation.

Use this page when you need help discerning the next step, preparing for a conversation, sharing responsibility, or staying honest about the current season.

WHAT KIND OF SUPPORT DO YOU NEED?

[ ] Help seeing this situation clearly.
[ ] Help naming the next faithful step.
[ ] Help preparing a conversation.
[ ] Help sharing responsibility.
[ ] Prayer for wisdom.
[ ] A follow-up conversation this week.

SHARE IN THREE SIMPLE PARTS

1. What is happening?

_____

2. What is shaping my heart?

_____

3. What is the next open-handed response?

_____

QUESTIONS A TRUSTED LEADER CAN ASK

[ ] What are you afraid of losing?
[ ] Where are you seeking approval?
[ ] What responsibility are you holding too tightly?
[ ] Who needs honor or encouragement?
[ ] What hidden practice could reset your heart?

BEFORE YOU END THE CONVERSATION

The one thing I will do next:

_____

The person who will follow up with me:

_____

[ ] We will reconnect within two days.
[ ] We will reconnect this week.
[ ] We will reconnect this month.
[ ] We will reconnect on this date: _____

GUIDED PRACTICE 10

CREATE CLARITY IN THE WORK

Healthy pastors help people understand the mission, their responsibility, and the next faithful step.

BOOK CONNECTION
Chapter Ten: Lead with Clarity

PRIMARY SCRIPTURE
First Corinthians chapter 14, verse 8

Why This Practice Matters

Confusion creates unnecessary weight. Leaders may carry different assumptions, volunteers may want to help but not know where to begin, and meetings may end without a clear decision or next step.

Clarity is not control. It gives people enough truth, direction, and responsibility to move forward with confidence. Healthy pastors speak plainly, name decisions, clarify ownership, and repeat what matters.

CHOOSE HOW YOU ARE USING THIS PRACTICE

[ ] I read the matching book chapter first.
[ ] I am using this Field Guide on its own.
[ ] I am working through this with a trusted pastor, leader, mentor, or group.

HOW TO USE THIS PRACTICE

1. Read the Scripture and short teaching slowly.
2. Circle or check the responses that feel most true.
3. Complete the practical tool.
4. Choose one faithful response.
5. Set a follow-up date with a trusted person.

Suggested time: 45 to 60 minutes.

What to Carry Forward

Look for one place where people are confused, one responsibility that needs clearer ownership, and one message that needs to be repeated simply.

WHAT YOU WILL WORK THROUGH

01
The Mission
Return to the work Christ has given the church.

02
The Present Need
Identify where unclear expectations or weak communication create strain.

03
The Next Step
Make one decision or responsibility clear enough for people to follow.

04
The Rhythm
Choose how you will repeat the direction and follow up.

Word | Wonder | Walk

Receive and reflect. Begin with Scripture. Then circle or check the responses that feel most true. Use the writing space only where a few words help you name what matters.

WORD

Reading: First Corinthians chapter 14, verse 8. Open the passage in your Bible. Read it once without writing. Read it a second time and notice what it teaches about this season of leadership.

- [ ] People need clear direction.
- [ ] Confusion can keep faithful people from moving forward.
- [ ] My words should bring order, not pressure.
- [ ] I need to name what matters simply.
- [ ] A team may be waiting for clarity.
- [ ] I need to communicate the next step.

One truth I want to carry forward:

_____

_____

WONDER

- [ ] I assumed people understood something I never explained.
- [ ] Leaders carry different assumptions.
- [ ] A team needs clearer roles.
- [ ] A decision was not communicated well.
- [ ] Too many priorities compete for attention.
- [ ] Meetings end without next steps.
- [ ] Volunteers need a simpler pathway.
- [ ] I need to repeat the mission.

The person, team, or area I want to bring before Jesus is:

_____

_____

What might Jesus be inviting me to notice or do?

_____

_____

The Action Blueprint

See the present condition.

Score the statements honestly. This is not a grade or a verdict. It helps you notice where greater attention, support, or faithful follow-through may be needed.

HOW TO SCORE

Think about your ordinary pattern during the past thirty days. Circle the number that is most true, not the number you wish were true. Choose the lower number when the practice happens only in strong seasons or depends on you carrying every part of the process.

Statement	Score
I communicate the mission and present priorities in simple, repeatable language.	1 2 3 4
Leaders and volunteers understand what they are responsible for.	1 2 3 4
Meetings and decisions lead to clear next steps, ownership, and follow-up.	1 2 3 4
I address confusion before it becomes deeper frustration.	1 2 3 4

My total: _____ / 16

_____

LOW | 4 TO 6

This area needs attention now. Begin with one clear step. Ask for support, protect a small rhythm, and set a follow-up date.

MEDIUM | 7 TO 11

You can see the need, but a clearer rhythm, greater intention, or help from others is needed. Strengthen one part of the practice first.

HIGH | 12 TO 16

This is a growing strength. Guard it. Continue making room for honest feedback, new leaders, and steady follow-through.

Practical Tool

Leadership Clarity Map

Use this tool for one decision, team concern, communication need, or transition. It helps you name what must be clear before people can move forward.

WHAT IS TRUE?

Write only what is clear and confirmed.

WHAT WE KNOW	WHAT PEOPLE NEED TO UNDERSTAND
_____	_____
_____	_____

WHAT IS THE PURPOSE?

Why does this matter? How does it serve the mission?

This matters because:

_____

_____

WHAT DIRECTION IS NEEDED?

What needs to be decided, clarified, or communicated?

[ ] A clear yes
[ ] A clear no
[ ] A priority
[ ] A role
[ ] A process
[ ] A timeline
[ ] A transition step
[ ] A follow-up conversation

The direction we need to communicate:

_____

_____

WHO OWNS WHAT?

People need to know who is responsible.

Responsibility	Person or Team	First Action	Review Date
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

HOW WILL WE COMMUNICATE IT?

What will be said, where, and by whom?

MESSAGE: WHAT / WHY / NEXT STEP	SETTING AND FOLLOW-UP
_____	_____
_____	_____
_____	_____

Choose One Faithful Response

Take the next honest step.

You do not need to solve every part of this practice today. Choose one response that helps you or someone in your care move toward greater faithfulness.

1. NAME WHAT YOU ARE RESPONDING TO

- [ ] A confusing role
- [ ] A leader needing expectations
- [ ] A decision not communicated
- [ ] A team meeting without follow-through
- [ ] A need to simplify mission
- [ ] An avoided clarification conversation

2. CHOOSE ONE FAITHFUL RESPONSE

- [ ] Write one clear mission or priority sentence.
- [ ] Meet with one leader.
- [ ] Send a follow-up message.
- [ ] Create a next-step list.
- [ ] Write down a role.
- [ ] Set a review date.

3. MAKE IT SIMPLE ENOUGH TO FOLLOW THROUGH

My first step is:

_____

_____

- [ ] I will begin today.
- [ ] I will begin within two days.
- [ ] I will begin this week.
- [ ] I will begin on this date: _____

The person or group I will involve is:

_____

MY PRAYER

Jesus, You are the head of Your church. Help me lead with words that bring clarity, peace, and direction. Give me courage to make the next faithful step clear.

Walk with a Trusted Leader

Bring this into a faithful conversation.

Use this page when you need help discerning the next step, preparing for a conversation, sharing responsibility, or staying honest about the current season.

WHAT KIND OF SUPPORT DO YOU NEED?

- [ ] Help seeing this situation clearly.
- [ ] Help naming the next faithful step.
- [ ] Help preparing a conversation.
- [ ] Help sharing responsibility.
- [ ] Prayer for wisdom.
- [ ] A follow-up conversation this week.

SHARE IN THREE SIMPLE PARTS

1. What is unclear?

_____

2. What needs to become true?

_____

3. What is the next faithful step?

_____

QUESTIONS A TRUSTED LEADER CAN ASK

[ ] What do people need to understand?
[ ] What is the simplest way to say it?
[ ] Who owns the next step?
[ ] What decision are you avoiding?
[ ] How will you know people understand?

BEFORE YOU END THE CONVERSATION

The one thing I will do next:

_____

The person who will follow up with me:

_____

[ ] We will reconnect within two days.
[ ] We will reconnect this week.
[ ] We will reconnect this month.
[ ] We will reconnect on this date: _____

GUIDED PRACTICE 11

PROTECT MARGIN FOR MISSION

Healthy pastors create room to pray, rest, listen, care for people, and lead from obedience rather than urgency.

BOOK CONNECTION	PRIMARY SCRIPTURE
Chapter Eleven: Create Margin for Mission	Mark chapter 1, verse 35

Why This Practice Matters

Pastoral ministry rarely runs out of needs. Without margin, a pastor can begin leading from pressure. Every request feels immediate, every open space fills, and family, rest, health, and reflection get pushed to the edges.

Margin is not stepping away from the mission. It is making room to remain faithful in the mission. It creates space to ask what God has actually entrusted to you and what needs to be shared, delayed, or released.

CHOOSE HOW YOU ARE USING THIS PRACTICE

[ ] I read the matching book chapter first.
[ ] I am using this Field Guide on its own.
[ ] I am working through this with a trusted pastor, leader, mentor, or group.

HOW TO USE THIS PRACTICE

1. Read the Scripture and short teaching slowly.
2. Circle or check the responses that feel most true.
3. Complete the practical tool.
4. Choose one faithful response.
5. Set a follow-up date with a trusted person.

Suggested time: 45 to 60 minutes.

What to Carry Forward

Look for one place where your pace has become unsustainable, one responsibility that needs to be shared, and one rhythm you can protect this week.

WHAT YOU WILL WORK THROUGH

01
The Pace You Carry
Notice where hurry, overload, exhaustion, or constant reaction has become normal.

02
The Responsibilities You Hold
Identify what only you can carry and what others could learn to share.

03
Rhythms That Restore
Consider prayer, Scripture, rest, family, health, friendship, and reflection.

04
One Protected Step
Choose one boundary or rhythm that helps you lead from greater health.

Word | Wonder | Walk

Receive and reflect. Begin with Scripture. Then circle or check the responses that feel most true. Use the writing space only where a few words help you name what matters.

WORD

Reading: Mark chapter 1, verse 35. Open the passage in your Bible. Read it once without writing. Read it a second time and notice what it teaches about this season of leadership.

- [ ] Jesus made time alone with the Father.
- [ ] Needs did not determine every next step.
- [ ] Prayer was part of Jesus' rhythm.
- [ ] I need to return to God before demands take over.
- [ ] I have little room to listen.
- [ ] I need to protect time with Jesus.

One truth I want to carry forward:

_____

_____

WONDER

- [ ] I feel tired more often than rested.
- [ ] My schedule leads me.
- [ ] I prepare Scripture mostly for others.
- [ ] My family receives what remains.
- [ ] I carry responsibilities others could share.
- [ ] I say yes from guilt or fear.
- [ ] I struggle to rest.
- [ ] I need healthier rhythm for prayer, rest, or health.

The person, team, or area I want to bring before Jesus is:

_____

_____

What might Jesus be inviting me to notice or do?

_____

_____

The Action Blueprint

See the present condition.

Score the statements honestly. This is not a grade or a verdict. It helps you notice where greater attention, support, or faithful follow-through may be needed.

HOW TO SCORE

Think about your ordinary pattern during the past thirty days. Circle the number that is most true, not the number you wish were true. Choose the lower number when the practice happens only in strong seasons or depends on you carrying every part of the process.

Statement	Score
I make regular space for prayer and Scripture that is not only for ministry preparation.	1 2 3 4
I protect meaningful rest, family time, and personal health with appropriate boundaries.	1 2 3 4
I can identify responsibilities that only I can carry and responsibilities others can begin to share.	1 2 3 4
I say yes and no from prayerful clarity rather than guilt, pressure, or fear.	1 2 3 4

My total: _____ / 16

_____

LOW | 4 TO 6

This area needs attention now. Begin with one clear step. Ask for support, protect a small rhythm, and set a follow-up date.

MEDIUM | 7 TO 11

You can see the need, but a clearer rhythm, greater intention, or help from others is needed. Strengthen one part of the practice first.

HIGH | 12 TO 16

This is a growing strength. Guard it. Continue making room for honest feedback, new leaders, and steady follow-through.

Practical Tool

Pastor Margin Audit

Use this audit to see where your time, energy, attention, and responsibility are going. It is not a time-management exercise. It is an honest look at room for prayer, family, health, thought, rest, and faithful leadership.

WHAT ONLY I CAN CARRY

List responsibilities that clearly belong to your role in this season.

Responsibilities that need protected time:

_____
_____
_____
_____

WHAT CAN BE SHARED OR DEVELOPED

List responsibilities someone else could begin to carry with support.

Responsibility	Current Person	Who Could Learn	First Next Step
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

RHYTHMS THAT KEEP ME HEALTHY

Circle areas needing attention.

[ ] Prayer
[ ] Personal Scripture
[ ] Sabbath or rest
[ ] Sleep
[ ] Physical health
[ ] Marriage
[ ] Family presence
[ ] Friendship
[ ] Trusted support
[ ] Counseling or professional care
[ ] Reflection and planning
[ ] Recreation or joy

WHAT IS HEALTHY	WHAT HAS BECOME NEGLECTED
_____	_____
_____	_____

PRESSURES SHAPING ME

What is filling the most space in your mind, calendar, or body?

[ ] Sermon preparation
[ ] Pastoral care
[ ] Conflict
[ ] Staffing
[ ] Financial pressure
[ ] Family needs
[ ] Health concerns
[ ] Communication
[ ] Travel or events

What part belongs to me / what part does not:

_____
_____
_____

BOUNDARIES THAT PROTECT THE RIGHT THINGS

A healthy boundary protects a faithful yes.

[ ] Weekly rest block
[ ] Morning prayer rhythm
[ ] One evening with family
[ ] Communication limit
[ ] Meeting-free preparation block
[ ] Day off
[ ] Health appointment
[ ] Leadership handoff

The boundary I will protect and who needs to support it:

_____
_____
_____

SIMPLE SEVEN-DAY RHYTHM

Choose one small practice for prayer, rest, family, health, leadership support, and one thing you will not carry.

Area	This Week I Will	Date or Time	Support
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

Choose One Faithful Response

Take the next honest step.

You do not need to solve every part of this practice today. Choose one response that helps you or someone in your care move toward greater faithfulness.

1. NAME WHAT YOU ARE RESPONDING TO

[ ] An unsustainable pace
[ ] Lack of prayer
[ ] Need for rest
[ ] Family concern
[ ] Responsibility to share
[ ] A needed boundary

2. CHOOSE ONE FAITHFUL RESPONSE

[ ] Protect twenty minutes with Jesus.
[ ] Take a rest block.
[ ] Ask someone to carry a responsibility.
[ ] Say no to a good thing.
[ ] Schedule family or close relationship time.
[ ] Review calendar and remove a commitment.

3. MAKE IT SIMPLE ENOUGH TO FOLLOW THROUGH

My first step is:

_____
_____

[ ] I will begin today.
[ ] I will begin within two days.
[ ] I will begin this week.
[ ] I will begin on this date: _____

The person or group I will involve is:

_____

MY PRAYER

Jesus, help me receive from You before I try to carry the needs around me. Show me what belongs to me and what I need to release. Give me courage to protect healthy rhythms.

Walk with a Trusted Leader

Bring this into a faithful conversation.

Use this page when you need help discerning the next step, preparing for a conversation, sharing responsibility, or staying honest about the current season.

WHAT KIND OF SUPPORT DO YOU NEED?

[ ] Help seeing this situation clearly.
[ ] Help naming the next faithful step.
[ ] Help preparing a conversation.
[ ] Help sharing responsibility.
[ ] Prayer for wisdom.
[ ] A follow-up conversation this week.
[ ] Help protecting a boundary.

SHARE IN THREE SIMPLE PARTS

1. What is too heavy right now?

_____

2. What needs to change?

_____

3. What is the next faithful step?

_____

QUESTIONS A TRUSTED LEADER CAN ASK

[ ] What only you can carry?
[ ] What can someone else begin to share?
[ ] What has been neglected?
[ ] What boundary would protect a faithful yes?
[ ] What good thing needs to be released?

BEFORE YOU END THE CONVERSATION

The one thing I will do next:

_____

The person who will follow up with me:

_____

[ ] We will reconnect within two days.
[ ] We will reconnect this week.
[ ] We will reconnect this month.
[ ] We will reconnect on this date: _____

GUIDED PRACTICE 12

FORM LEADERS OVER TIME

Healthy pastors do not rush people into leadership. They walk with them, train them, trust them, and help them grow through real life and responsibility.

BOOK CONNECTION	PRIMARY SCRIPTURE
Chapter Twelve: Multiply Through Formation	Ephesians chapter 4, verses 11 through 13

Why This Practice Matters

Leaders are not formed through one book, one conference, or one assignment. God forms people over time through Scripture, prayer, relationship, service, correction, failure, encouragement, and ordinary faithfulness.

A healthy pastor does not only look for people to fill current needs. He helps people become leaders who can carry responsibility with humility, wisdom, courage, and care for others.

CHOOSE HOW YOU ARE USING THIS PRACTICE

[ ] I read the matching book chapter first.
[ ] I am using this Field Guide on its own.
[ ] I am working through this with a trusted pastor, leader, mentor, or group.

HOW TO USE THIS PRACTICE

1. Read the Scripture and short teaching slowly.
2. Circle or check the responses that feel most true.
3. Complete the practical tool.
4. Choose one faithful response.
5. Set a follow-up date with a trusted person.

Suggested time: 45 to 60 minutes.

What to Carry Forward

Look for one person you need to form more intentionally, one area where they need support, and one rhythm that can help their growth become visible over time.

WHAT YOU WILL WORK THROUGH

01
The Person in Front of You
Identify one leader or emerging leader who needs intentional investment.

02
The Formation They Need
Consider character, Scripture, prayer, relationships, skill, and real-life responsibility.

03
Experiences That Help
Choose opportunities for serving, leading, learning, and feedback.

04
A Sustaining Rhythm
Build a simple twelve-month path with clear check-ins.

Word | Wonder | Walk

Receive and reflect. Begin with Scripture. Then circle or check the responses that feel most true. Use the writing space only where a few words help you name what matters.

WORD

Reading: Ephesians chapter 4, verses 11 through 13. Open the passage in your Bible. Read it once without writing. Read it a second time and notice what it teaches about this season of leadership.

- [ ] Leaders equip people for ministry.
- [ ] Formation strengthens the body of Christ.
- [ ] Maturity takes time.
- [ ] Leadership development belongs in church life.
- [ ] I need to invest intentionally.
- [ ] I need a clearer plan for growth.

One truth I want to carry forward:

_____

_____

WONDER

- [ ] People could grow with more investment.
- [ ] I develop leaders only in urgent need.
- [ ] I have no clear path for emerging leaders.
- [ ] I give responsibility without formation.
- [ ] I hold people back because I am unsure how to prepare them.
- [ ] I need more feedback rhythms.
- [ ] I need to invest in character and prayer.
- [ ] Someone needs a development plan.

The person, team, or area I want to bring before Jesus is:

_____

_____

What might Jesus be inviting me to notice or do?

_____

_____

The Action Blueprint

See the present condition.

Score the statements honestly. This is not a grade or a verdict. It helps you notice where greater attention, support, or faithful follow-through may be needed.

HOW TO SCORE

Think about your ordinary pattern during the past thirty days. Circle the number that is most true, not the number you wish were true. Choose the lower number when the practice happens only in strong seasons or depends on you carrying every part of the process.

Statement	Score
I intentionally identify people who show character, faithfulness, and potential for greater leadership.	1 2 3 4
I help emerging leaders grow in Scripture, prayer, character, and relationship, not only skill.	1 2 3 4
I give leaders meaningful opportunities to serve, learn, receive feedback, and grow through responsibility.	1 2 3 4
I have a regular rhythm for checking in, encouraging growth, and identifying the next faithful step.	1 2 3 4

My total: _____ / 16

_____

LOW | 4 TO 6

This area needs attention now. Begin with one clear step. Ask for support, protect a small rhythm, and set a follow-up date.

MEDIUM | 7 TO 11

You can see the need, but a clearer rhythm, greater intention, or help from others is needed. Strengthen one part of the practice first.

HIGH | 12 TO 16

This is a growing strength. Guard it. Continue making room for honest feedback, new leaders, and steady follow-through.

Practical Tool

Twelve-Month Leadership Development Plan

Use this plan for one emerging leader, ministry leader, staff member, elder candidate, volunteer, or group of developing leaders. It is a simple pathway for intentional formation.

FORMATION FOUNDATION

What is already visible? What may God be forming?

[ ] Faithfulness
[ ] Humility
[ ] Teachability
[ ] Prayerfulness
[ ] Love for people
[ ] Clear communication
[ ] Initiative
[ ] Wisdom
[ ] Dependability
[ ] Willingness to serve

Specific examples and primary formation focus:

_____

_____

_____

SEASON ONE | MONTHS 1-3

Focus: Know the person and build the foundation.

[ ] Share story
[ ] Discuss calling
[ ] Read Scripture together
[ ] Establish prayer rhythm
[ ] Identify mentor
[ ] Observe ministry
[ ] Clarify expectations
[ ] Discuss family, work, health, and margin

Goal, experience, meeting rhythm, and review date:

_____

_____

_____

SEASON TWO | MONTHS 4-6

Focus: Practice and responsibility.

[ ] Co-lead a group
[ ] Lead a prayer
[ ] Teach a short devotion
[ ] Serve in pastoral care
[ ] Lead a volunteer team
[ ] Shadow a leader
[ ] Help follow up with people

Goal, responsibility, support, and review date:

_____

_____

_____

SEASON THREE | MONTHS 7-9

Focus: Reflection and greater responsibility.

[ ] Character under pressure
[ ] Communication
[ ] Conflict
[ ] Spiritual maturity
[ ] Caring for people
[ ] Decision-making
[ ] Leading others
[ ] Rest and margin

Goal, responsibility, feedback, and review date:

_____
_____
_____

SEASON FOUR | MONTHS 10-12

Focus: Release, blessing, and next assignment.

[ ] Lead independently
[ ] Train another person
[ ] Carry recurring responsibility
[ ] Join leadership conversation
[ ] Develop volunteers
[ ] Receive public encouragement
[ ] Be commissioned

Goal, next assignment, affirmation, and review date:

_____
_____
_____

MONTHLY CHECK-IN

Use life-with-Jesus, relationships, leadership, and next-step questions.

Month	What I Noticed	What We Agreed On	Next Meeting
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

THE DEVELOPMENT CIRCLE

KNOW - Teach - Show - Practice - Reflect - Release - Repeat. Formation is never finished.

Choose One Faithful Response

Take the next honest step.

You do not need to solve every part of this practice today. Choose one response that helps you or someone in your care move toward greater faithfulness.

1. NAME WHAT YOU ARE RESPONDING TO

[ ] A faithful person needs investment
[ ] A leader needs responsibility
[ ] A leader needs a clearer path
[ ] A leader needs deeper formation
[ ] Better follow-up is needed
[ ] A need to identify future leaders

2. CHOOSE ONE FAITHFUL RESPONSE

[ ] Schedule a development conversation.
[ ] Give a clear responsibility with support.
[ ] Complete the first section of a twelve-month plan.
[ ] Set a monthly check-in.
[ ] Invite someone to observe a ministry setting.
[ ] Invite a leader to form someone else.

3. MAKE IT SIMPLE ENOUGH TO FOLLOW THROUGH

My first step is:

_____
_____

[ ] I will begin today.
[ ] I will begin this week.
[ ] I will begin within two days.
[ ] I will begin on this date: _____

The person or group I will involve is:

_____

MY PRAYER

Jesus, help me form leaders with patience. Give me eyes to see what You are growing in people. Help the leaders I form become faithful servants who strengthen Your church.

Walk with a Trusted Leader

Bring this into a faithful conversation.

Use this page when you need help discerning the next step, preparing for a conversation, sharing responsibility, or staying honest about the current season.

WHAT KIND OF SUPPORT DO YOU NEED?

[ ] Help seeing this situation clearly.
[ ] Help sharing responsibility.
[ ] Help naming the next faithful step.
[ ] Prayer for wisdom.
[ ] Help preparing a conversation.
[ ] A follow-up conversation this week.

SHARE IN THREE SIMPLE PARTS

1. Who am I forming?

_____

2. What do they need most?

_____

3. What is the next faithful step?

_____

QUESTIONS A TRUSTED LEADER CAN ASK

[ ] What is God already forming?
[ ] What needs more time?
[ ] What responsibility would stretch them appropriately?
[ ] How will you know whether they are growing?
[ ] Who might they one day help form?

BEFORE YOU END THE CONVERSATION

The one thing I will do next:

_____

The person who will follow up with me:

_____

[ ] We will reconnect within two days.
[ ] We will reconnect this week.
[ ] We will reconnect this month.
[ ] We will reconnect on this date: _____

GUIDED PRACTICE 13

STRENGTHEN COMMUNITY

Healthy pastors do not lead alone. They build relationships where leaders are known, prayed for, challenged, and encouraged to remain faithful.

BOOK CONNECTION	PRIMARY SCRIPTURE
Chapter Thirteen: Strengthen Through Community	Hebrews chapter 10, verses 24 through 25

Why This Practice Matters

Leadership can become lonely. A pastor may be surrounded by people and still feel unseen, carry decisions alone, or stay busy enough that no one notices what is happening beneath the surface.

Leaders need community. They need a few faithful people who know enough to pray, ask honest questions, offer wise counsel, and help them walk in the light.

CHOOSE HOW YOU ARE USING THIS PRACTICE

[ ] I read the matching book chapter first.
[ ] I am using this Field Guide on its own.
[ ] I am working through this with a trusted pastor, leader, mentor, or group.

HOW TO USE THIS PRACTICE

1. Read the Scripture and short teaching slowly.
2. Circle or check the responses that feel most true.
3. Complete the practical tool.
4. Choose one faithful response.
5. Set a follow-up date with a trusted person.

Suggested time: 45 to 60 minutes.

What to Carry Forward

Look for one relationship that needs greater honesty, one leader who may need encouragement, and one recurring rhythm that can strengthen your leadership community.

WHAT YOU WILL WORK THROUGH

01
The Community You Need
Identify people who can help you walk with honesty, wisdom, and encouragement.

02
Honesty That Builds Trust
Consider what may be difficult to say and what needs to come into the light.

03
The Rhythm That Keeps Connection
Choose a simple gathering pattern for prayer, reflection, and follow-through.

04
Care That Strengthens Leaders
Identify how your community can support people through pressure and changing seasons.

Word | Wonder | Walk

Receive and reflect. Begin with Scripture. Then circle or check the responses that feel most true. Use the writing space only where a few words help you name what matters.

WORD

Reading: Hebrews chapter 10, verses 24 through 25. Open the passage in your Bible. Read it once without writing. Read it a second time and notice what it teaches about this season of leadership.

- [ ] Leaders need encouragement.
- [ ] Healthy community requires intention.
- [ ] I need people who help me remain faithful.
- [ ] I may be carrying too much alone.
- [ ] I need honest relationships.
- [ ] Someone may need encouragement.

One truth I want to carry forward:

_____

_____

WONDER

- [ ] Few people know how I am doing.
- [ ] I need a more consistent relationship with a trusted leader.
- [ ] I am too busy to invest in community.
- [ ] I need a place to speak honestly.
- [ ] A leader may be isolated.
- [ ] I need to ask for prayer.
- [ ] Our group gathers but does not go deep.
- [ ] I need healthier leadership community.

The person, team, or area I want to bring before Jesus is:

_____

_____

What might Jesus be inviting me to notice or do?

_____

_____

The Action Blueprint

See the present condition.

Score the statements honestly. This is not a grade or a verdict. It helps you notice where greater attention, support, or faithful follow-through may be needed.

HOW TO SCORE

Think about your ordinary pattern during the past thirty days. Circle the number that is most true, not the number you wish were true. Choose the lower number when the practice happens only in strong seasons or depends on you carrying every part of the process.

Statement	Score
I have at least one trusted person who knows my real life, not only my public role.	1 2 3 4
I make regular space for prayer, encouragement, and honest conversation with other leaders.	1 2 3 4
Our leadership community can speak truth, address concerns, and receive correction with grace.	1 2 3 4
I notice when leaders are isolated, discouraged, or carrying too much and take steps to care for them.	1 2 3 4

My total: _____ / 16

_____

LOW | 4 TO 6

This area needs attention now. Begin with one clear step. Ask for support, protect a small rhythm, and set a follow-up date.

MEDIUM | 7 TO 11

You can see the need, but a clearer rhythm, greater intention, or help from others is needed. Strengthen one part of the practice first.

HIGH | 12 TO 16

This is a growing strength. Guard it. Continue making room for honest feedback, new leaders, and steady follow-through.

Practical Tool

Leadership Community Guide

Use this tool to build or strengthen a small leadership community. The goal is not another meeting. The goal is a place where leaders can be known, encouraged, prayed for, and called toward obedience.

PURPOSE

Why are we gathering?

[ ] Remain close to Jesus
[ ] Encourage one another
[ ] Speak honestly
[ ] Pray specifically
[ ] Carry burdens together
[ ] Follow through on commitments
[ ] Strengthen leadership health
[ ] Form emerging leaders

We gather to:

_____

_____

COMMUNITY COVENANT

Healthy community needs shared expectations.

[ ] Presence - we make the gathering a priority
[ ] Confidentiality - what is shared stays in the group
[ ] Honesty - we do not pretend everything is fine
[ ] Grace and truth - we listen before giving advice
[ ] Prayer - we pray specifically
[ ] Follow-through - we ask about commitments
[ ] Honor - we celebrate each other's growth

SIMPLE GATHERING RHYTHM

Choose a frequency, length, and setting you can sustain.

[ ] Weekly
[ ] Every other week
[ ] Monthly
[ ] Every six weeks
[ ] Quarterly
[ ] In person
[ ] Video call
[ ] Breakfast or coffee
[ ] Lunch
[ ] Evening gathering

Date	Facilitator	Location or Format	Focus
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

GATHERING GUIDE

Open with prayer. Check in. Ask on-track/off-track questions about Scripture and prayer. Choose one leadership conversation. Pray and set follow-up.

[ ] How are you doing with Jesus?
[ ] How are you doing at home?
[ ] What has brought life?
[ ] What feels heavy?
[ ] Where are you on track or off track?
[ ] What next faithful step will you take?

LEADER CARE CHECK-IN

When someone needs greater care, name what is happening and what support may be needed.

Leader	Current Need	Support Needed	Who Follows Up
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

NINETY-DAY RHYTHM

Choose a few actions for encouragement, gathering, and follow-up.

NEXT 30 DAYS	NEXT 60-90 DAYS
_____	_____
_____	_____
_____	_____

Choose One Faithful Response

Take the next honest step.

You do not need to solve every part of this practice today. Choose one response that helps you or someone in your care move toward greater faithfulness.

1. NAME WHAT YOU ARE RESPONDING TO

[ ] I need a trusted relationship

[ ] I need to ask for prayer

[ ] I need to invite someone into community

[ ] I need to begin a leadership gathering

[ ] I need to strengthen a current group

[ ] I need to care for an isolated leader

2. CHOOSE ONE FAITHFUL RESPONSE

[ ] Contact one trusted person.

[ ] Ask someone to pray with me.

[ ] Invite two or three leaders to gather monthly.

[ ] Use a community covenant.

[ ] Ask one leader how they are really doing.

[ ] Follow up after a hard season.

3. MAKE IT SIMPLE ENOUGH TO FOLLOW THROUGH

My first step is:

_____

_____

[ ] I will begin today.

[ ] I will begin within two days.

[ ] I will begin this week.

[ ] I will begin on this date: _____

The person or group I will involve is:

_____

MY PRAYER

Jesus, thank You for placing us in Your body. Help me stop carrying alone what You meant to be shared in community. Build relationships that help us remain close to You and faithful in the work.

Walk with a Trusted Leader

Bring this into a faithful conversation.

Use this page when you need help discerning the next step, preparing for a conversation, sharing responsibility, or staying honest about the current season.

WHAT KIND OF SUPPORT DO YOU NEED?

[ ] Help seeing this situation clearly.

[ ] Help naming the next faithful step.

[ ] Help preparing a conversation.

[ ] Help sharing responsibility.

[ ] Prayer for wisdom.

[ ] A follow-up conversation this week.

SHARE IN THREE SIMPLE PARTS

1. What is happening?

_____

2. What needs to become healthier?

_____

3. What is the next faithful step?

_____

QUESTIONS A TRUSTED LEADER CAN ASK

[ ] Who knows how you are really doing?
[ ] What are you carrying alone?
[ ] What makes honesty difficult?
[ ] Who needs care right now?
[ ] What rhythm would be realistic?

BEFORE YOU END THE CONVERSATION

The one thing I will do next:

_____

The person who will follow up with me:

_____

[ ] We will reconnect within two days.
[ ] We will reconnect this week.
[ ] We will reconnect this month.
[ ] We will reconnect on this date: _____

GUIDED PRACTICE 14

BLESS AND SEND

Healthy pastors raise people with patience, bless them with joy, and release them with faith.

BOOK CONNECTION
Chapter Fourteen: Send What God Gave You

PRIMARY SCRIPTURE
Acts chapter 13, verses 1 through 3

Why This Practice Matters

Formation is not complete when a person gains confidence or receives a title. Healthy formation eventually leads to release. A pastor walks with people, teaches them, gives them room to serve, and blesses them to carry what God has placed in their hands.

Sending is not losing people. It is trusting Christ with the people He has formed. A healthy pastor recognizes faithfulness, names the assignment clearly, prays with the church, and continues care after release.

CHOOSE HOW YOU ARE USING THIS PRACTICE

[ ] I read the matching book chapter first.
[ ] I am using this Field Guide on its own.
[ ] I am working through this with a trusted pastor, leader, mentor, or group.

HOW TO USE THIS PRACTICE

1. Read the Scripture and short teaching slowly.
2. Circle or check the responses that feel most true.
3. Complete the practical tool.
4. Choose one faithful response.
5. Set a follow-up date with a trusted person.

Suggested time: 45 to 60 minutes.

What to Carry Forward

Look for one person whose faithfulness needs to be affirmed, one responsibility they may be ready to carry, and one way the church can support them after they are sent.

WHAT YOU WILL WORK THROUGH

01
Faithfulness Made Visible
Look for character, humility, teachability, and steady service over time.

02
A Clear Assignment
Name the responsibility, role, or next step the person is being invited to carry.

03
A Meaningful Blessing
Prepare a moment for leaders and the church to pray, affirm, and support them.

04
Continued Care
Create a rhythm for encouragement and follow-up after release.

Word | Wonder | Walk

Receive and reflect. Begin with Scripture. Then circle or check the responses that feel most true. Use the writing space only where a few words help you name what matters.

WORD

Reading: Acts chapter 13, verses 1 through 3. Open the passage in your Bible. Read it once without writing. Read it a second time and notice what it teaches about this season of leadership.

- [ ] The church listened to the Holy Spirit together.
- [ ] Sending begins with prayer.
- [ ] Leaders affirm what God is doing.
- [ ] Commissioning is more than a task.
- [ ] The church supports those who are sent.
- [ ] I need to trust Christ with people I form.

One truth I want to carry forward:

_____

_____

WONDER

- [ ] Someone may be ready for responsibility.
- [ ] I need to affirm faithfulness more intentionally.
- [ ] We have given roles without enough prayer.
- [ ] I hesitate to release people because I need their help.
- [ ] We need a clearer commissioning process.
- [ ] I need a healthier follow-up rhythm.
- [ ] I need to celebrate sending more clearly.
- [ ] A person may be called beyond our church.

The person, team, or area I want to bring before Jesus is:

_____

_____

What might Jesus be inviting me to notice or do?

_____

_____

The Action Blueprint

See the present condition.

Score the statements honestly. This is not a grade or a verdict. It helps you notice where greater attention, support, or faithful follow-through may be needed.

HOW TO SCORE

Think about your ordinary pattern during the past thirty days. Circle the number that is most true, not the number you wish were true. Choose the lower number when the practice happens only in strong seasons or depends on you carrying every part of the process.

Statement	Score
I notice and name the character, gifts, and faithfulness God is developing in leaders.	1 2 3 4
I give leaders a clear assignment and understanding of what they are invited to carry.	1 2 3 4
Our church or leadership team prays for, blesses, and publicly affirms leaders when appropriate.	1 2 3 4
I continue caring for leaders after they are released into greater responsibility or a new season.	1 2 3 4

My total: _____ / 16

_____

LOW | 4 TO 6

This area needs attention now. Begin with one clear step. Ask for support, protect a small rhythm, and set a follow-up date.

MEDIUM | 7 TO 11

You can see the need, but a clearer rhythm, greater intention, or help from others is needed. Strengthen one part of the practice first.

HIGH | 12 TO 16

This is a growing strength. Guard it. Continue making room for honest feedback, new leaders, and steady follow-through.

Practical Tool

Leader Commissioning Guide

Use this guide for an emerging leader, team leader, staff member, elder, missionary, church planter, volunteer, or person stepping into a new responsibility.

RECOGNIZE WHAT GOD HAS FORMED

Name what has become visible over time.

[ ] Faithfulness
[ ] Humility
[ ] Teachability
[ ] Love for people
[ ] Prayerfulness
[ ] Trustworthiness
[ ] Wisdom
[ ] Courage
[ ] Clear communication
[ ] Healthy initiative
[ ] Ability to receive correction

Specific examples and what the church has seen:

_____
_____
_____

DISCERN READINESS

Readiness does not mean perfection. It means character and faithfulness are visible with appropriate support.

[ ] Growing integrity
[ ] Receives correction
[ ] Seeks Jesus in Scripture and prayer
[ ] Cares for close relationships
[ ] Understands expectations
[ ] Can ask for help
[ ] Trusted leaders support this next step

Formation still needed and support required:

_____
_____
_____

NAME THE ASSIGNMENT CLEARLY

What is the role, why does it matter, and what will this person carry?

Assignment	Why It Matters	What They Carry	Primary Support
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

PREPARE THE COMMISSIONING MOMENT

Choose setting, people present, Scripture, what will be shared, and who will pray.

[ ] Private conversation
[ ] Leadership team meeting
[ ] Ministry team gathering
[ ] Sunday church gathering
[ ] Small-group setting
[ ] Sending prayer

Setting, Scripture, and who will pray:

_____
_____
_____

SIMPLE COMMISSIONING LITURGY

Leader: Today we recognize the faithfulness God has been growing in _____. We are inviting them to carry _____. We send them with prayer, encouragement, and the support of this church community.

Question for the leader: Do you receive this responsibility with humility, dependence on Jesus, and a willingness to serve His people faithfully?
Leader response: With God's help, I do.

Question for the church or leadership team: Will you pray for this leader, encourage them, speak truth with grace, and support them as they serve Christ and His church?
Response: With God's help, we will.

FIRST NINETY DAYS

A healthy release includes continued care.

Timing	Support or Review Focus	Who Follows Up	Date
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

IF THEY ARE SENT BEYOND THIS MINISTRY

How will you remain connected and support them?

[ ] Regular prayer
[ ] Quarterly check-ins
[ ] Encouragement messages
[ ] Practical or financial support
[ ] Sending team
[ ] Ongoing mentoring
[ ] Connection with leaders in new setting
[ ] Care for family during transition

What healthy blessing and release looks like:

_____

_____

Choose One Faithful Response

Take the next honest step.

You do not need to solve every part of this practice today. Choose one response that helps you or someone in your care move toward greater faithfulness.

1. NAME WHAT YOU ARE RESPONDING TO

[ ] A leader needs encouragement
[ ] A person may be ready
[ ] A team needs commissioning
[ ] A leader needs a clear assignment
[ ] I am hesitant to release someone
[ ] A leader needs support after transition

2. CHOOSE ONE FAITHFUL RESPONSE

[ ] Complete a commissioning guide.
[ ] Meet to name what I have seen.
[ ] Clarify the assignment.
[ ] Plan a prayer and blessing moment.
[ ] Build a first-thirty-day support plan.
[ ] Publicly celebrate faithful sending.

3. MAKE IT SIMPLE ENOUGH TO FOLLOW THROUGH

My first step is:

_____

_____

[ ] I will begin today.
[ ] I will begin within two days.
[ ] I will begin this week.
[ ] I will begin on this date: _____

The person or group I will involve is:

_____

MY PRAYER

Jesus, thank You for the people You have placed in my life. Give me wisdom to know when to invite them into greater responsibility, courage to bless them publicly, and faith to release them with open hands.

Walk with a Trusted Leader

Bring this into a faithful conversation.

Use this page when you need help discerning the next step, preparing for a conversation, sharing responsibility, or staying honest about the current season.

WHAT KIND OF SUPPORT DO YOU NEED?

[ ] Help seeing this situation clearly.
[ ] Help naming the next faithful step.
[ ] Help preparing a conversation.
[ ] Help sharing responsibility.
[ ] Prayer for wisdom.
[ ] A follow-up conversation this week.

SHARE IN THREE SIMPLE PARTS

1. Who may be ready for a next step?

_____

2. What is God already forming?

_____

3. What is the next faithful step?

_____

QUESTIONS A TRUSTED LEADER CAN ASK

[ ] What has become visible over time?
[ ] What responsibility are they ready to carry?
[ ] What formation still needs attention?
[ ] What support will help them begin?
[ ] How will you remain connected after sending?

BEFORE YOU END THE CONVERSATION

The one thing I will do next:

_____

The person who will follow up with me:

_____

[ ] We will reconnect within two days.
[ ] We will reconnect this week.
[ ] We will reconnect this month.
[ ] We will reconnect on this date: _____

CLOSING FORMATION SECTION

THE THIRTY-DAY HEALTHY PASTOR PLAN

A healthy pastor is not formed through one strong day. Health is built through small, faithful rhythms repeated over time. You do not need to carry every practice at once. Choose what Jesus is putting in front of you now.

HOW TO USE THIS PLAN

Begin with prayer. Choose one primary area of focus. Then choose one faithful action for each week. Keep the plan simple enough to follow. The goal is not to complete more work. The goal is to lead from a healthier place.

MY PRIMARY FOCUS FOR THE NEXT THIRTY DAYS

- [ ] My life with Jesus
- [ ] Vision and clarity
- [ ] Discipleship and leadership development
- [ ] A difficult conversation
- [ ] Team health and shared responsibility
- [ ] Humility and open-handed leadership
- [ ] Margin, rest, or family health
- [ ] Leadership community
- [ ] A leader I need to bless and release
- [ ] Another area: _____

Why does this matter in my current season?

_____

_____

The Scripture I want to carry with me:

_____

The person who will pray and follow up with me:

_____

Week One | Return to Jesus

The first week is about honesty. Before you try to improve your leadership, return to the One who called you. Make room to pray, open Scripture for your own soul, and name what is true.

- [ ] Protect time alone with Jesus.
- [ ] Read one Scripture passage slowly each day.
- [ ] Complete the Shepherd's Heart Inventory.
- [ ] Name one burden I have been carrying alone.
- [ ] Ask one trusted person to pray with me.
- [ ] Take one meaningful rest block.

My one faithful action:

_____

_____

When I will do it / who will be involved:

_____

_____

End-of-week reflection: What did I notice?

_____

_____

Week Two | Clarify What Matters

The second week is about direction. Return to the mission Christ has given the church. Identify what only you can carry and what needs to be shared.

- [ ] Write one simple mission or vision sentence.
- [ ] Clarify one role or responsibility.
- [ ] Meet with one leader who needs direction.
- [ ] Name one thing we will not carry in this season.
- [ ] Complete the Leadership Clarity Map.
- [ ] Share one responsibility.

My one faithful action:

_____

_____

When I will do it / who will be involved:

_____

_____

End-of-week reflection: What did I notice?

_____

_____

Week Three | Form One Person

The third week is about people. Do not try to develop everyone. Choose one person God may be inviting you to see, encourage, challenge, or walk with more intentionally.

- [ ] Pray for one emerging leader.
- [ ] Complete a Leadership Discovery Worksheet.
- [ ] Invite one person to coffee or a meal.
- [ ] Name what you see in someone.
- [ ] Give one person a clear responsibility with support.
- [ ] Begin a simple discipleship rhythm.

My one faithful action:

_____

_____

When I will do it / who will be involved:

_____

_____

End-of-week reflection: What did I notice?

_____

_____

Week Four | Strengthen the Rhythm

The fourth week is about sustainability. Choose one recurring practice to protect. It may be prayer, rest, leadership community, team care, family presence, or regular follow-through.

- [ ] Protect a recurring prayer rhythm.
- [ ] Establish a weekly rest block.
- [ ] Set a monthly leadership community gathering.
- [ ] Schedule a recurring check-in with one leader.
- [ ] Create a simple team health rhythm.
- [ ] Set a thirty-day review date.

My one faithful action:

_____

_____

When I will do it / who will be involved:

_____

_____

End-of-week reflection: What did I notice?

_____

_____

MY THIRTY-DAY COMMITMENT

For the next thirty days, I will focus on: _____

My first faithful action is: _____

The person who will follow up with me is: _____

My thirty-day review date is: _____

PRAYER FOR THE NEXT THIRTY DAYS

Jesus, thank You for calling me to serve Your people. Help me lead from Your strength instead of my own pressure. Teach me to remain close to You, form faithful people, protect the health of my home and heart, and trust You with what I cannot control. Amen.

CLOSING ASSESSMENT

THE HEALTHY PASTOR RHYTHM

A healthy pastor is not finished after thirty days. Formation continues through ordinary faithfulness. Use this closing assessment to notice what has changed, what needs continued attention, and where God may be inviting you next.

HOW TO USE THIS ASSESSMENT

Return to the scores you marked at the beginning of the Field Guide. Do not look for perfection. Look for honesty. Choose one or two areas to carry into your next season.

Guided Practice	Current Score	Next Faithful Step
01 Shepherd the Heart	1 2 3 4	_____
02 Carry a Vision That Multiplies	1 2 3 4	_____
03 Recognize Calling and Gifts	1 2 3 4	_____
04 Build Disciples Who Reproduce	1 2 3 4	_____
05 Lead Like Jesus	1 2 3 4	_____
06 Have Conversations That Form	1 2 3 4	_____
07 Build Legacy Before Transition	1 2 3 4	_____
08 Build Ministry Teams That Carry Weight	1 2 3 4	_____
09 Lead from Humility	1 2 3 4	_____
10 Create Clarity in the Work	1 2 3 4	_____
11 Protect Margin for Mission	1 2 3 4	_____
12 Form Leaders Over Time	1 2 3 4	_____
13 Strengthen Community	1 2 3 4	_____
14 Bless and Send	1 2 3 4	_____

OVERALL CLOSING SCORE

Add your fourteen scores: _____ / 56 Baseline score: _____ / 56 Change: _____

The change helps you notice growth or strain over time. A higher total may reflect stronger consistency. A lower total may reveal honest awareness or a demanding season. Neither number is a verdict.

14-27 | Needs focused care. Choose one practice and invite support.

28-41 | Building a healthier rhythm. Keep one focused practice moving forward.

42-56 | Strong and steady foundation. Guard healthy rhythms and keep forming others.

Choose Your Next Ninety-Day Focus

- [ ] My life with Jesus
- [ ] Prayer and Scripture
- [ ] Rest, margin, and health
- [ ] Marriage, family, or close relationships
- [ ] Vision and clarity
- [ ] Leadership development
- [ ] Discipleship and multiplication
- [ ] Team health
- [ ] Difficult conversations
- [ ] Humility and open-handed leadership
- [ ] Leadership community
- [ ] Succession and future preparation
- [ ] Another area: _____

Why is this the right focus for the next ninety days?

_____

_____

The one rhythm I will protect:

_____

The one person I will invest in:

_____

The one responsibility I will share or release:

_____

My ninety-day review date:

_____

REUSABLE RHYTHM

THE WEEKLY HEALTHY PASTOR REVIEW

Use this page once each week. Set aside fifteen to twenty minutes. Do not turn this into another burden. Bring your real life before Jesus, notice what is true, and choose one faithful step for the week ahead.

LIFE WITH JESUS

How has my time in Scripture and prayer been this week? What has God been showing me?

_____

_____

HEART AND HEALTH

How is my heart right now? What do I need to receive or release?

_____

_____

HOME AND RELATIONSHIPS

How have I been present with the people closest to me? What relationship needs attention?

_____

_____

THE WORK I AM CARRYING

What is most important this week? What can wait? What can be shared? What do I need to stop carrying?

_____

_____

THE PEOPLE I AM FORMING

Who do I need to encourage, develop, correct, pray for, or follow up with?

_____

_____

THE NEXT FAITHFUL STEP

What is the one action I will take before next week? Who will know about this step?

_____

_____

WEEKLY PRAYER

Jesus, lead me this week. Help me stay close to You, present with people, clear about the work, and humble with the responsibility You have given me. Show me what to carry and what to release.

REUSABLE RHYTHM

THE MONTHLY LEADERSHIP REVIEW

Use this page once each month with a trusted pastor, elder, mentor, staff member, or leadership community. Do not only report activity. Talk about health, relationships, formation, and obedience.

WHAT HAS BEEN LIFE-GIVING?

What has brought life in your relationship with Jesus, home, leadership, team, or ministry?

_____

_____

_____

WHAT HAS FELT HEAVY?

Name the pressure, relationship, concern, or responsibility that needs care.

_____

_____

_____

WHAT NEEDS ATTENTION?

What needs attention first: your heart, family, health, difficult conversation, team leader, ministry structure, or leadership development?

_____

_____

_____

WHAT DOES FAITHFULNESS LOOK LIKE THIS MONTH?

Name one faithful response and the person who will help you follow through.

_____

_____

_____

Our next review date:

_____

CLOSING PRAYER

Jesus, thank You for calling me to serve Your people. The church belongs to You. The people belong to You. The work belongs to You. Help me lead with a shepherd's heart, form faithful people, protect the health of my home and soul, and release what You place in my hands with faith. Amen.

A FINAL WORD

Healthy leadership is not built by becoming indispensable. It is built by remaining close to Jesus.

Lead faithfully.
Love deeply.
Release freely.
Trust Christ to multiply what He has placed in your hands.