

# Great Lakes Region Leadership Philosophy

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## Leadership Philosophy

The Great Lakes Region calls for leaders who are passionate about their relationship with Jesus Christ and helping others develop that same intimacy. The four core pillars of a GLR leader are that they are:

- Committed to **leadership development**,
- Passionate about **evangelism** (one-on-one, church multiplication, church planting),
- Dedicated to their own **soul care**, and
- inclusive of **diversity** in the community and church.

To serve this mission, our leadership team will offer development to meet the holistic needs of individuals, providing opportunities to:

- Acquire new knowledge, skills and experiences
- Gain personal insights
- Learn critical competencies
- Apply oneself in new ways over time
- Share these learnings with others

## What are the Key Positions in Scope?

Out of the nearly 450 pastors in the Great Lake Region, there is a need to create a scalable, targeted approach to identifying and developing key talent in the organization.



**Level 1:** High Potential Pastors at High Impact Churches

- Scope: **What are the key indicators of potential?**



**Level 2:** High Potential Pastors at Medium Impact Churches

Scope: **What are the key indicators of potential?**



**Level 3:** Special Assignment Pastors (executive pastors, worship pastors, etc.)

- Scope: **What are the key indicators of potential?**

## The Key Milestones of Development

To support the attraction, development, and retention of Lead Pastors in the Great Lakes region, we will support their development in these key milestones of their role:

- Recruit and interview the best candidates for the role
- Inform their transition / onboarding into the role
- Providing development within the role
- Guiding ongoing learning and career development
- Ongoing - team assessments, annual performance management, etc.