



Presbytery Stated Clerks Meeting

# LEADERSHIP DEVELOPMENT

DECEMBER 7, 2024

**Paul Joiner and Chris Vogel**

PCA AC OFFICE

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# **PRESENT STATE**

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# The State of the Church In the PCA

## New churches started

Before COVID for over 20 years...**50 new churches a year**, one a week, with no appreciable change

Yet for the past several years...

- 38 churches in 2019
- 26 churches in 2020
- 16 churches in 2021
- 26 churches in 2022

**Past 12 years, the average is 42.16**



# The State of the Church In the PCA

## Churches closed

Since 2001, the PCA closed 501 churches, that's 22.8/year.

Yet what was surprising is that:

- 49% were established
- 51% were church plants

Add to that churches that left the PCA

- Last 12 years - 141 left
- Last 12 years - 303 closed

**Past 12 years, the average loss is 37**



# The State of the Church In the PCA

## ***GOOD NEWS!***

The PCA shows a growth rate of 5 churches annually.



# The State of the Church In the USA

**2014**

**Churches planted**

**4000**

**Churches closed**

**3700**



<https://research.lifeway.com/2021/05/25/protestant-church-closures-outpace-openings-in-u-s/>

# The State of the Church In the USA

**2019**

Churches planted

**3000**

Churches closed

**4500**



<https://research.lifeway.com/2021/05/25/protestant-church-closures-outpace-openings-in-u-s/>

# The State of the Church In the USA

2020

300,000

333,000,000



1:1100

Church to population ratio

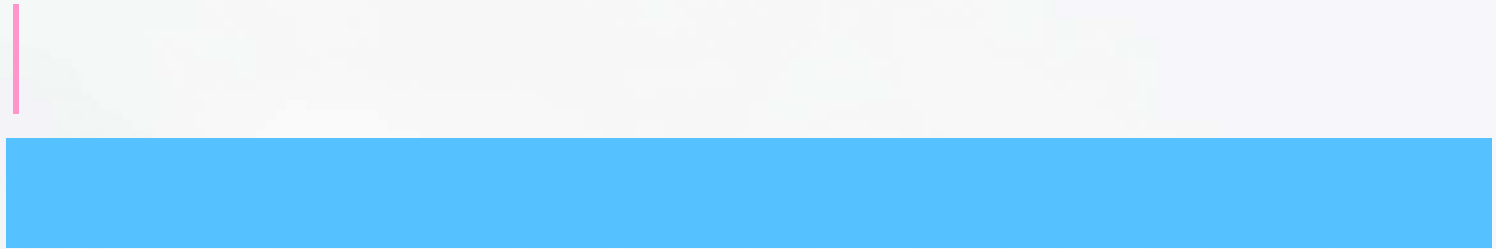


# The State of the Church In the USA

2070

250,000

450,000,000



1:1800

Church to population ratio

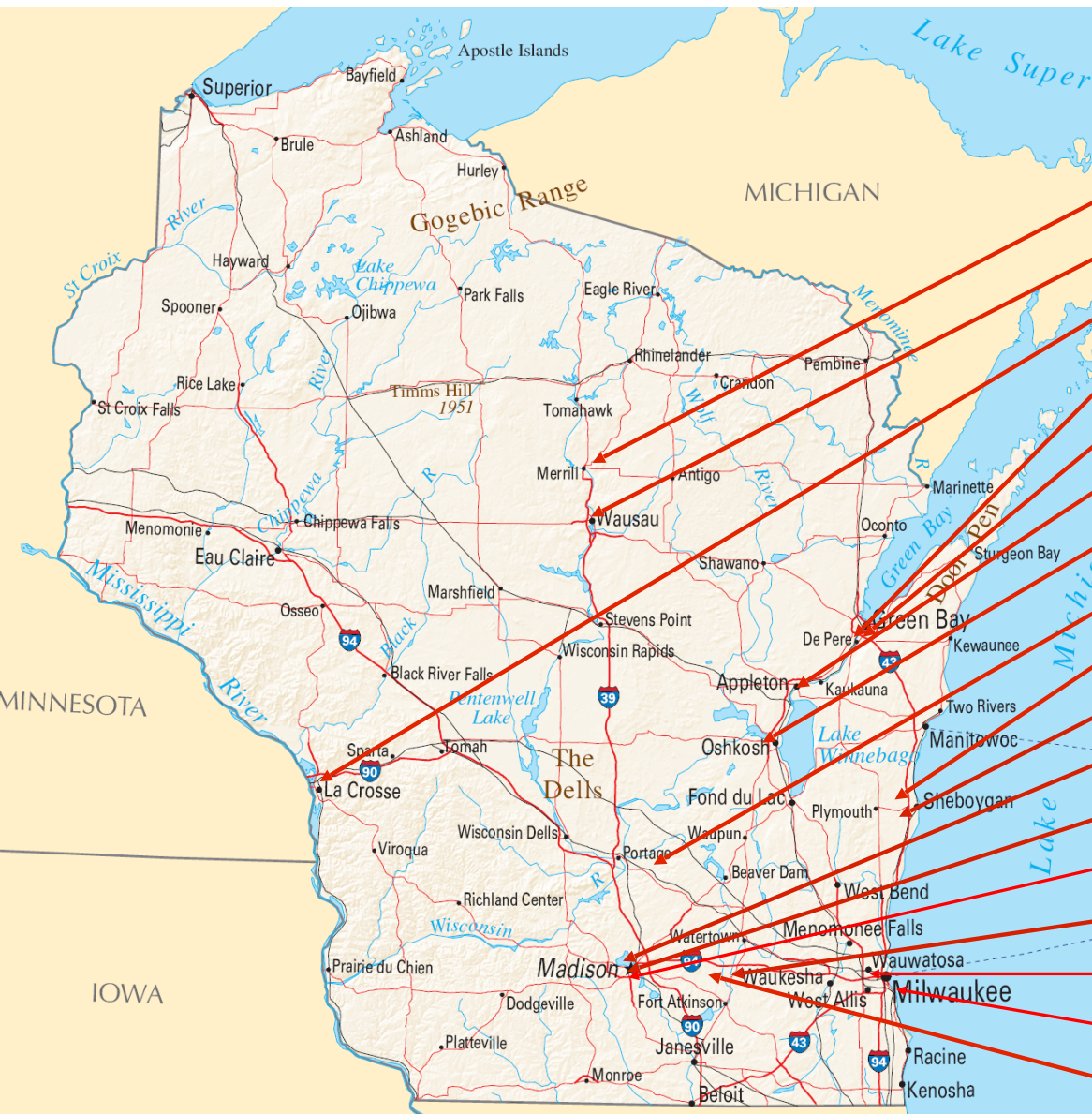


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# **AN EXAMPLE OF DEVELOPMENT**

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## Tripled Presbytery from 2011-2021

### 9 Churches Planted & 3 Received from RCA

- Bible Presbyterian, Merrill (1936)
- New Hope Church (**2019**, RCA - PCA)
- Christ Covenant, LaCrosse (1991)
- Jacob's Well, Green Bay (**2012**)
- All Saints, Green Bay (**2021**)
- Emmaus Road, Appleton (**2015**)
- Living Stone, Oshkosh (**2021**)
- Grace Presbyterian, Pardeeville (1992)
- Gibbsville Reformed (**2019**, RCA - PCA)
- Faith Reformed, Cedar Grove (**2019**, RCA-PCA)
- Lake Trails Presbyterian, Madison (1995)
- Resurrection, Madison (**2020**)
- Harvest, Madison (**2024**)
- Cornerstone Presbyterian, Delafield (1994)
- Friend of Sinners, Milwaukee (**2021**)
- Christ Church Milwaukee, Milwaukee (**2018**)
- Grace and Peace, Oconomowoc (**2024**)





## Currently 4 Church Plants

Unidos Igelsia  
Green Bay (2024)

Good Hope Presbyterian Church  
Stevens Point (2023)

Clearwater Presbyterian Church,  
Eau Claire (2022)

Iglesia Presbiteriana Corpus Christi,  
Waukesha (2021)



# Current Church Plants



## On Wisconsin Church Planting Partnership

- Receive a recommendation from MNA Assessment
- Fund at \$35,000 a year for 3 years, with ongoing review
- Oversight from Provisional Session, some of whom have planting experience
- Attend Yearly MNA "Multiply Conference" for Church Planting encouragement and support.
- Be a part of an On Wisconsin Cohort



## 6 Potential New Church Plants in the Next 4 Years (Church Planters)

**Billy Nye (2026) – Kenosha**  
From Christ Church Milwaukee

**Matt Cline (2026) – Hudson**  
From Clear Water, Eau Claire

**Clay Smith (2026) – Watertown**  
From Grace&Peace, Oconomowoc

**Steven Burton (2027) – Oconto**  
From Jacob's Well, Green Bay

**Luke Friemark (2027) – Hortonville or Neenah**  
From Emmaus Road, Appleton

**Lincoln Rus (2027) – Port Washington**  
From Faith Reformed, Cedar Grove



# Path 3 – RTS Hybrid Program



Donovan Eibes  
Living Stone



Benjamin Novak  
Emmaus Road



Luke Friemark  
Emmaus Road



Steve Burton  
Jacob's Well



Ethan Anders  
Good Hope



Brad Kafer  
New Hope



Alex Daniels  
Clear Water

## On Wisconsin Partnership for Path 3 Cohort Programs

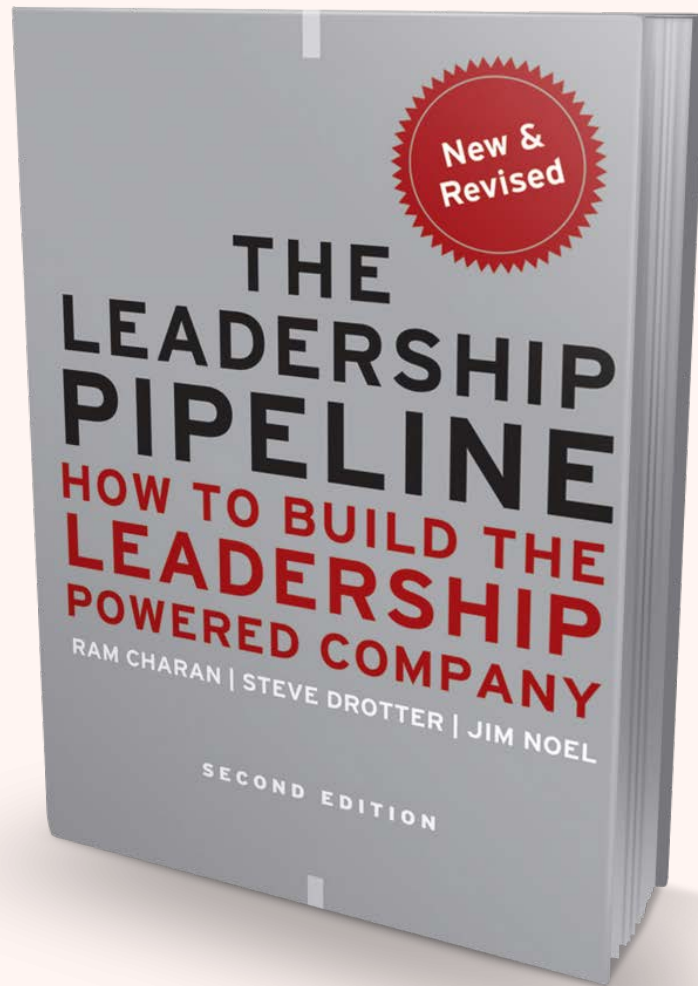
- Receive Partial Scholarships from On Wisconsin Network for Reformed Theological Seminary
- Mentoring through Cohort Directors – Josh Golackson and Zac Tarter
- Training through Cohort monthly meetings on soft skills
- Conference and Church Planting Training: Simeon Trust, New Song Conference, Readiness Seminar, etc.



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# PIPELINE PERSPECTIVE

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## Authors

Ram Charan



Stephen  
Drotter



James Noel



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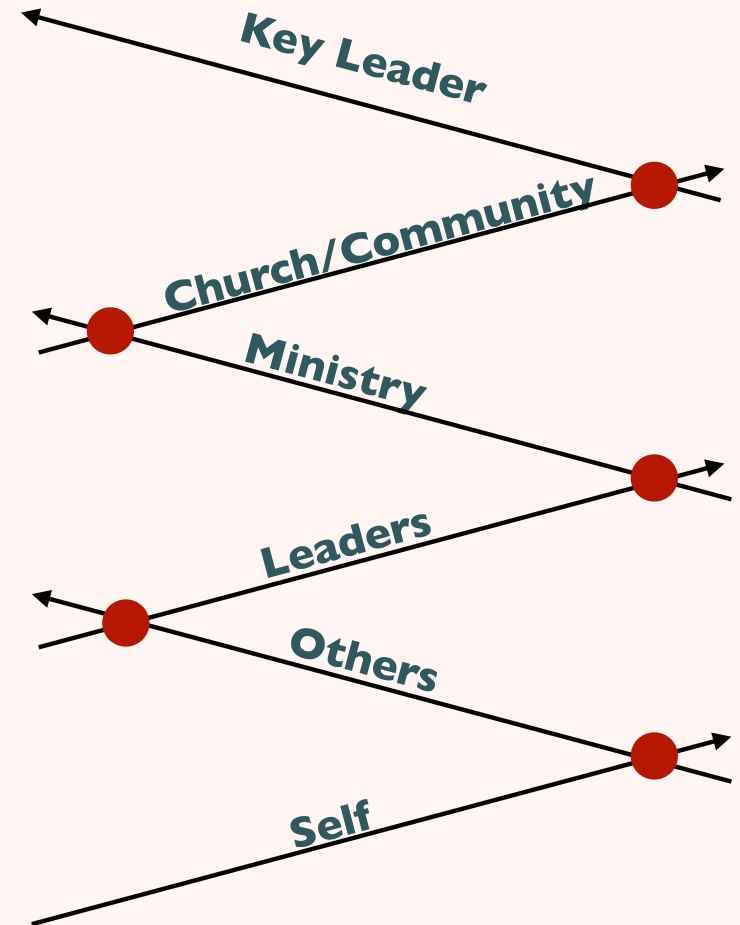
## Leadership Pipeline

Leadership does not develop in a vacuum

There are crossroads in every organization

We should develop leaders  
rather than just look for leaders

Unfortunately, we silo leaders into specific fields  
with little cross talk between them



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# FOCUS ON DEVELOPMENT

## Uniting succession planning with leadership development

Succession planning and leadership development are natural allies because they share a vital and fundamental goal:  
getting the right skills in the right place.





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# IDENTIFY LINCHPIN POSITIONS

**Know the positions needed  
from the bottom up, not the  
top down  
and start there.**

What are the key roles that provide  
the necessary experience to fill future  
roles?



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# MAKE IT TRANSPARENT

**Share the vision for what can be  
in order to motivate people  
to become a part of that vision**

Develop and make accessible the  
pathways to greater influence



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# MEASURE PROGRESS REGULARLY

**Move from replacement mindset  
to pipeline development**

Identify where people are now and which  
jobs they are being groomed for, thus  
avoiding stretching the candidate pool  
too thin

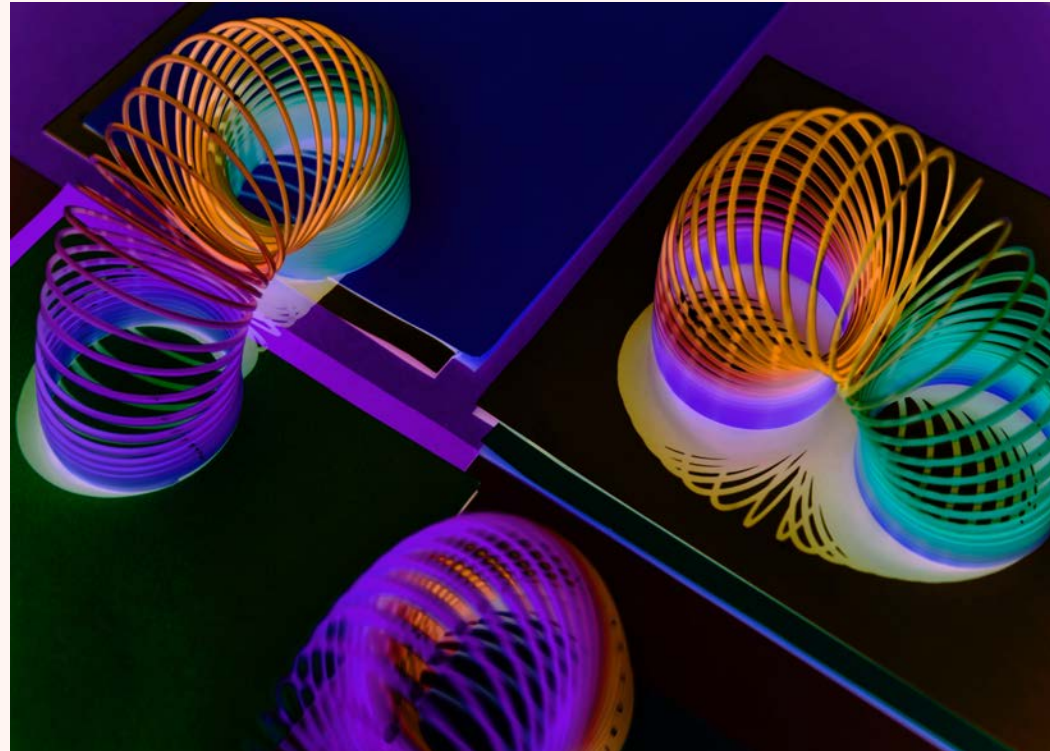


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# KEEP IT FLEXIBLE

**Refine and adjust systems on  
the basis of feedback,  
developments, and learning  
from others.**

People may move on and off the list





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# **LEADERSHIP DEVELOPMENT**

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# NXTGEN

PASTORS

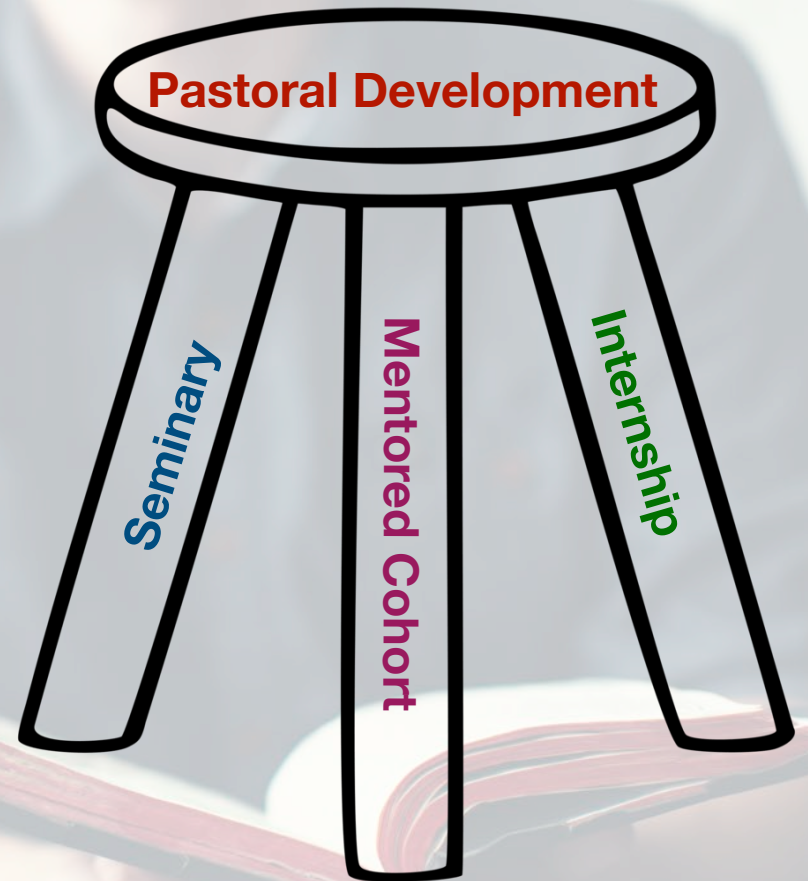
**DEVELOPING LEADERS + EMPOWERING PRESBYTERIES *for***  
***the* NEXT GENERATION**

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# The Challenge: Development

- **Seminaries:** There's a variety of good options
- **Internships:** Great opportunity to learn
- **Integration of the two is rare**
- **We need a third leg**







**NXTGEN**  
P A S T O R S

**The NXTGEN cohort model seeks**

- **The formation of lifelong pastoral relationship bonds ...**
- **lived out in a safe community ...**
- **while providing the tools for handling the stress of ministry...**
- **and leveraging the benefits of a solid academic education...**
- **under the guidance of a seasoned pastor / mentor.**



**NXTGEN**  
P A S T O R S

**NXTGEN mentoring is**

- **a Gospel-guided relationship**
- **between an experienced pastor and those seeking direction,**
- **focusing on the development of soft skills**
- **with a view toward pastoral health.**



# Soft Skills



**Spiritual Formation**



**Soul Care**



**Emotional Intelligence**



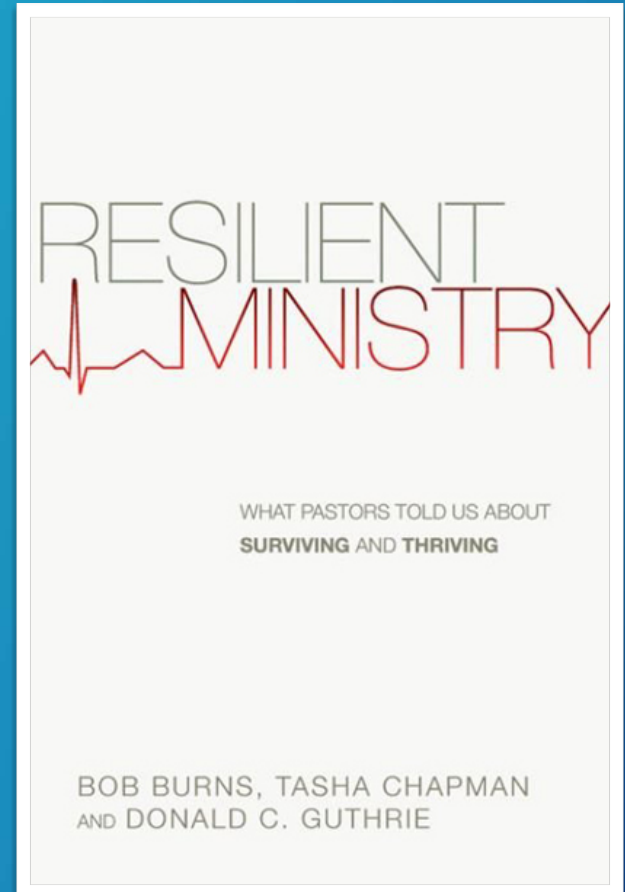
**Cultural Intelligence**









**Leadership & Management Skills**



**Marriage & Family in Ministry**



## Modules for NXTGEN Soft Skill Systems

 <b>Spiritual Formation</b>	 <b>Soul Care</b>	 <b>Emotional Intelligence</b>	 <b>Cultural Intelligence</b>	 <b>Leadership</b>	 <b>Marriage</b>
Intro to Spiritual Formation	Intro to Soul Care	Intro to NXTGEN Cohorts Life Chart	What is Cultural Intelligence	Time Management	Intro to Marriage Normal marriage stress
Pastor's Community	Pastor's Reading Life	Mastermind	Evangelism	How to Run a meeting	Married to a Pastor (couples retreat)
Worship: The Leader's Heart	Leading in a Chronically Anxious Culture	What is EQ?	Intercultural Development Inventory	Finances and Budget	Ministry Couples Retreat
Worship: Leading Worship	Family of origin Genogram	Crucial Conversations	Knowing One's Community	Thriving from the Second Chair	Marriage / ministry roles & expectations
Readiness Seminar	Burnout: Signs and Solutions	Grief and Trauma	Healthy Pastoral Transitions	Leadership Pipeline	Ministry stressors
Retreat/Prayer summit planning	Life/Work Balance	The Angry Pastor	The Gospel and Race	Leadership Agility Pt 1	Pastor's kids and stress
Praying Life Seminar	When do I need help and where do I go?	People Pleasing Pastors Shame Issues	For the Life of the World – video	Leadership Agility Pt 2	Reconnecting with your wife in midst of ministry
Private worship as a paid professional. Devo v Sermon prep	Who's my shepherd & how do I experience shepherding?	How to discern my need for growth?	What do I do when I dislike the culture where I serve?	Choosing Wisely: Leadership Triage	Spousal expectations in ministry
Sabbath Rest	Physical Health	How to handle success and failure. False messages we believe		How to set up and follow up with Goals and Objectives	Journey of Generosity couples retreat
Repentance	Pastor's Round Table	Criticism and Conflict... and its internal affect		Navigating Presbytery and GA	Spiritual nurture of your children

The following list is descriptive of what has been produced (**bold**) and present ideas of what may be produced (light grey).  
 NXTGEN reserves the right to amend and change this list as needed.

Rev. March 16, 2022