

Leading Second Podcast

Episode Guide



Leading Second Podcast - Season 7 Episode 176

Intentional Leadership Development ft. Leading Second Coaches

There's something about intentionality that moves us forward. This week we are joined by Leading Second Coaching Group Coaches Dillon Ritchie, Operations Pastor at CoastLife Church in Venice, FL; Kelly Goff, Location Pastor at The Rock Church in Phoenix, AZ; and Jon Hatto, Campus Pastor at Hillsong Church in Toronto, Canada. The coaches respond to questions asked by the Leading Second Tribe on how to be intentional in several aspects of ministry.

DO INTENTIONAL CAPACITY GROWERS ULTIMATELY OUTGROW THEIR STAGNANT TEAMS? OR IS THERE A WAY TO BRING THEM ALONG?

- What if my greatest contribution to the ministry is not a "what" but a "who"?
 - If I'm growing beyond my team, I've gotten distracted by what's most important.
 - My role as leader is to make sure I'm bringing my team along for the journey.
 - I don't want to go anywhere if my team isn't going with me.

We have to remember the purpose of leadership: it's not about us, it's about others.

- Brandon Stewart

HOW DO YOU BALANCE THE TENSION OF BEING CONTENT WITH WHERE YOU ARE BUT NOT BEING WILLING TO STAY THERE?

- We always want to get to the next place/the next thing God has for us.
 - I can have a tendency to miss what's happening right now because I'm looking ahead.
 - We have to be face down, face up leaders.
 - We have to have our heads down looking at what's right in front of us while also keeping our heads up to what's coming.
 - Philippians 4:11 (NIV) "...for I have learned to be content whatever the circumstances."
 - I'm open and ready for what God has next.
 - I'm also not going to allow it to keep me from what's happening right now.
 - God uses it all.
 - Even if we don't like it in the flesh, God will redeem it and use it for good.
- Sometimes being in the season we're in is about bringing people with us.
 - We might need to be slowed down so we can bring others along.

HOW DO I FOCUS ON BECOMING MORE "LIKABLE" OVER COMPLETING GOALS?

- We are in the business of people.
 - It's easy to say "it's who I am."
 - We have to filter our personality/how we come across through the Word.
 - It's a great leadership tool to know your audience/be able to read the room.
 - It shows you care about who you're talking to.
 - It's also about your facial expressions and tones.
- Jesus said things that people probably didn't think were "likable."
 - It's the spirit and the way we say things so that people know they can trust us.
 - It's not that you'll always say nice things, but that you will speak the truth in love.
 - You can say the truth and still be kind.
 - People need to know we want to help them make progress.
 - People don't care about how much you know until they know how much you care.
 - If you show people you care it opens up the opportunity to have tough conversations.
 - One of the most important things we do is add value to people.
 - Our title and our role doesn't qualify us, but our actions, behavior, consistency, and faithfulness is what qualifies us.

People don't care about how much you know until they know how much you care.

- Dillon Ritchie

HOW DO YOU KEEP GOING AND PUSH PAST THE BURNOUT FEELING?

- The burnout is personal/internal.
 - Eventually the stretch of a season will get to you.
 - You need to have the burnout conversation with your pastor.
 - Is it actually burnout or something else?
- Burnout happens when you focus on the fire instead of oil.
 - You focus on keeping the fire going instead of keeping the oil full.
 - Oil comes from the Lord.
 - Your attention has gone to what you're doing instead of who you're doing it for.

ADVICE IN DOING BI-VOCATIONAL MINISTRY.

- Give it all you got.
 - You have to be open in what you can do.
 - Communication is key.
- We don't do this for money.
 - If you won't do it for free, you won't do it if you get paid.
 - It's fulfillment that fuels us.
- It takes understanding of where the "rub" is for you.
 - Make your serving pure. Don't have an agenda.
 - Look at doing a high level volunteering role for a finite amount of time.

It's fulfillment that fuels us.

- Dillon Ritchie

- Then reevaluate it.

WHAT IS THE BIGGEST CAPACITY GAP THAT YOU HAVE SEEN AND EXPERIENCED IN YOUR LIFE RECENTLY? WHAT DID YOU HAVE TO INTENTIONALLY DO TO CLOSE THE GAP?

- Dillon: Waiting until we got to a new area to learn how to navigate that area.
 - Now he's getting around people who are already where he's going to learn from them.
- Kelly: Coaching groups has allowed her to reach out to people that are or have been in seasons she's not in yet.
 - Not waiting to be ready.
 - She's doing the work on the inside now.
 - Also giving this to the teams.
 - Being ready together for when God calls them where He wants them.
- Jon: Doing the inside work to build emotional resilience.
 - Becoming aware of undealt with stuff will affect new people coming into our world.
 - The capacity that we have to love new people coming through the door and build new leaders coming into our world has been tainted by the way some of our previous leadership relationships have ended.
 - Making sure the new people are not getting the worst of me; that they are getting the best of me.

Dig Deeper

1. How can you bring your team along with you on your journey of growth and discovery so that you all are taking the journey together?

2. How can you put the principle of being a face down, face up leader into practice for yourself?

3. Work to identify what your current capacity gap is. How can you begin to intentionally approach ways to close the gap?

Additional Resources

Connect With Us:

Want more from Leading Second? Check out www.leadingsecond.com, [Connect With Us](#), and follow us on [Instagram](#).

Leading Second Coaching Groups:

Leading Second Coaching Groups are our environment to equip you to walk in your God-given calling and bring excellence to your unique role. Through this 12-24 month coaching journey, our commitment is to walk alongside you and help you to grow in your leadership in the second chair. Our heart is to see you begin to thrive in your leadership and to give you the tools to maintain strength as you lead.

Applications for the 2024 round of Coaching Groups are officially open.

Spots are limited. Apply today at leadingsecond.com/coaching-groups