

District Report

Leadership Development

Rick Mann

May 2024 - August 2025

Overview

Much has happened over the last two years since I started in the role of Director of Leadership Development in the summer of 2023. We have clarified our **goal of accrediting 100 workers over 5 years**.

Progress to 100 Accredited Workers

In the approximately two and a half years since January 2023, we have accredited 38 workers. While this is an increase over previous years and well above many other districts, it is still a bit below the pace of our goal of 100 accredited workers in five years. We want to continue to partner with CPD churches as we seek to accredit 62 more workers in the coming years.

Christ-centered, Spirit-filled, Healthy, Strategic Leaders

What kind of leaders are we working to multiply? Here are the five (5) things we want to develop:

- **Christ-centered:** Cultivating constant connection with Jesus
- **Spirit-filled:** Experiencing the fullness and empowerment of the Holy Spirit
- **Healthy:** Growing in emotional, spiritual, intellectual, physical, and relational health
- **Strategic:** Advancing what we care about with our limited TEMP resources (TEMP resources are time, energy, money, and people). We want to use our resources strategically as we multiply leaders all over the place.
- **Leaders:** We start by leading ourselves and families well. We can then extend this to those who lead as volunteers, as well as those who move to licensed vocational roles. These roles can be part-time, bi- / co-vocational, and full-time roles.

ACLD School of Ministry (SOM) CPD Cohort Update

The Alliance Center for Leadership Development offers an affordable, online program that helps lay leaders complete the needed 30 credits of Bible, theology, and ministry coursework that can lead to being accredited.

Currently, we have about 15 in a 3-year CPD cohort. **For those who are interested, they can join this cohort at any time.** There are also scholarship dollars available.

Tozer 30

Tozer Seminary at Simpson University has an affordable, Tozer 30 program that will meet the accreditation requirements for 30 credits. These credits can also be applied to a Simpson

degree. For more information, you can contact Rick Mann at the District Office (Rick@CPDistrict.org) or Pat Blewett at Simpson University (pblewett@simpsonu.edu)

Available Leadership Development Offerings for Local Churches

We are emphasizing these offerings:

- **CPR Workshop:** This is for all laypeople, including older children and teens. This 9-to-noon workshop provides an opportunity and training to touch people in your world through caring, praying, and reaching out. This can help with congregational care, local outreach, and leadership development.
- **Leadership Retreat:** Invest in your elders, board members, and/or ministry leaders this year or next through a leadership Retreat. Rick has experienced these as a lead pastor and nonprofit leader and has led these as well. This can be a Fri/Sat format or just a full day on Saturday. The goal here is to develop everyone both as individuals and as a team. If you are interested, contact Rick Mann and schedule a date.
- **Preaching Dates:** Rick has several open Sunday preaching dates in 2025 and 2026. Feel free to invite him as he comes and speaks about how your church can multiply leaders.

Multiply Your Leadership Podcast Continues

This weekly podcast series started in July 2023 and now has over 100 episodes. These 8-minute episodes can be used for:

- **Discipling New Believers** using any of the first 50 episodes.
- **Developing CPR and CPR+ skills** using episodes #50-55
- **Growing as a Multiplying Leader and Multiplying Local Church Leaders** using episodes #56-100
- **Spiritual Rhythms:** Episodes # 102 to the present
- **PROGRESS Series:** This once-a-month series focuses on a CPD church that has demonstrated ongoing PROGRESS in a particular area. Here are some examples:
 - Bill Giovannetti at Pathway Church: **Local Church Evangelism**
 - Joe Ong at Leeward Community Church: **Leadership Multiplication**

PROGRESS Series

- This summer, we have added a once-a-month podcast episode that highlights significant progress in a local church. Here are our first two PROGRESS episodes:
 - (July) 101. PROGRESS-1: Bill Giovannetti on Local Church Evangelism
 - (August) 108. PROGRESS-2: Joe Ong on Multiplying Leaders

Books Published and In Development

- *CPR & CPR+: How Caring, Praying, and Reaching Out Can Bless and Develop People* by Rick Mann. Publication Date:

- *Living and Leading Intentional: 31 Chapters for Growing as a Christ-centered, Spirit-filled, healthy strategic leader* by Rick Mann and Rod Douglas. Publication date: September 2025
- *Developing All People through Discipling, Mentoring, and Coaching* by Rick Mann and Sandy Kang. Publication date: Spring 2026.
- **Your 100-page book.** If you would like to write a book about your church that you could hand out to visitors and use in a membership class, contact Rick Mann

The Power of Multiplying Leaders

Why do we need to develop more leaders? We develop more leaders because it addresses almost every need of the local church and world evangelism:

- **Making Disciples:** Not everyone feels gifted or called into leadership, but we are all called to make disciples. As some will say, “be one and make one.” This sets the goal of being a disciple of Jesus and making at least one disciple this year.
- **Plateaued Churches:** Multiplying leaders is a strategy to expand new small groups and ministry teams for children, youth, and adults.
- **Growing Churches:** When churches double over a decade, they need new leaders across the board to better pastor people and reach new people.
- **Planting Churches:** How many churches can we plant? We can plant as many as we have leaders multiplied. The greater barrier to church planting is not finances; it is a lack of church planters and church-planting teams.
- **Filling Open Churches:** While the CPD does not have a ton of open churches without pastors, many other districts do. Let’s develop a vision as a “net exporting” district where we raise up and multiply more leaders than we would ever need so we can export them to other districts.
- **International Workers:** When I talked with Meesh Unwin, the Candidate Director for Alliance Missions, she said that they need 500 new workers over a decade, but her goal is 1,000 new workers. If we are going to replace retiring workers and reach additional countries, we need markedly more workers than we are currently multiplying.

Integrated Leadership Development - Developing A Dual-Operating System

There are several ways to look at the topic of leadership development. Here are three to consider.

Transactional Leadership Development: Sometimes when I ask pastors and churches about their interest in leadership development, they will say, “That would be good, we need a youth pastor.” At other times, they will say, “No, we don’t have any open positions.” This is a short-term, transactional approach to leadership development. A better approach is a biblically-based model of leadership development that is built on the foundation of Jesus’ life and multiplying ministry model.

A Leadership Development Model built on the Life of Christ and the Bible: Jesus has called us to make disciples, and he modeled for us developing leaders. This continued in the lives and ministries of Barnabas and Paul.

Dual-Operating System (DOS) Pastors and Ministry Leaders: Decades ago, then C&MA president, Paul Bubna, gave me a copy of John Kotter's book, *Leading Change*. Over the decades, John Kotter, at Harvard Business School, became a leading international expert on change management. About a decade ago, he wrote a book entitled *Accelerate: Building Strategic Agility for a Faster-Moving World*. In this book, he talks about a dual-operating leadership model. He emphasizes that most leaders are busy with their first operating system, which is just running what they are doing. He says that in today's fast-paced world, we need a second operating system that can develop new leaders, new endeavors, and provide for growth and expansion.

I think this could be of help for our pastors. Their first operating system is running the church operations and making sure that Sundays go well. Their second operating system focuses on multiplying leaders for expanded ministries. This second operating system does not have to be led by the senior leader. If pastors are too busy with the first operating system, they could designate some staff, elders, or lay leaders to multiply leaders. In some ways, Rob and I model this. He is out in the front, leading pastors and preaching on many Sundays, while I am in the background seeking to multiply leaders.

If you and your team would like to grow as Dual-Operating System (DOS) pastors and ministry leaders, contact Rick Mann.

Leadership Multiplication Case Study: Leeward Community Church (LCC)

Cheri and I were at LCC this summer and could see firsthand how the church is a real-life example of how a local church is multiplying leaders. Here are some strategies that are helping to move things forward and could be used by most churches:

- **Lead Pastor:** Joe Ong brings a vision for holistic leadership development that starts with the development of the heart and soul and extends to multiplying small group leaders and beyond.
- **Sunday School Leadership:** We saw about 10% of the adult attendance in a weekly Sunday school class focused on leadership development.
- **Small Group Multiplication:** The pastor and church leadership see leading a home group as a pathway to leadership development.
- **Church Planters:** This summer, the church launched a church-planting couple who have led a home group for some years.
- **School of Ministry (SOM) students:** LCC has about a half dozen lay leaders who are enrolled in the ACLD online program that can lead to accreditation and licensing.
- **Bi-vocational Church Leaders:** Some of their lay leaders are professionals who are enrolled in the SOM program and moving toward a vocational ministry role

- **International Workers:** This summer, LCC sent out an international worker couple to Asia.
- **Exporting Workers:** This summer, LCC also sent out a worship leader for a church plant on another island.

For more details on LCC and their leadership multiplication, you can listen to the PROGRESS episode in the *Multiplying Your Leadership* podcast series.