



SOTERIA LEADERSHIP CONSULTS LLC

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FREE LEADERSHIP GUIDE

7 Signs Your Church Needs Leadership Development

*And the framework for building a leadership
culture that multiplies impact for generations.*

INSIDE THIS GUIDE

- The 7 warning signs most church leaders overlook
 - Diagnostic questions for each sign
- The Soteria framework for lasting leadership culture
 - A clear next step for your organization

Victor Areghan, PhD

Founder & Lead Consultant, Soteria Leadership Consults LLC

A Word Before We Begin

Most church leaders know something is off before they can name it. The energy feels lower than it should. Good people keep leaving. Decisions that should be simple take forever. The vision is clear in the leader's mind but somehow never quite lands with the team.

These are not problems of strategy. They are symptoms of a leadership development gap.

Over two decades of working with churches, ministries, and faith-based organizations, I have seen the same patterns emerge — regardless of denomination, size, or theology. The organizations that thrive are not the ones with the best programs or the largest budgets. They are the ones that have built a culture of intentional leadership development.

This guide is designed to help you diagnose where your organization stands. Each of the seven signs is accompanied by a diagnostic question. Be honest. The leaders who make the greatest impact are always the ones willing to see clearly.

If you recognize your organization in these pages, that is not a reason to despair — it is an invitation to act. Soteria Leadership Consults exists for exactly this moment.

In service of your leadership,

Victor Areghan, PhD

Founder & Lead Consultant, Soteria Leadership Consults LLC

1

Your leaders are busy but not growing.

Activity without development is exhaustion waiting to happen. If your team is running programs, leading meetings, and managing people — but no one is investing in who they're becoming — you have a busyness culture, not a leadership culture. Busy leaders who aren't growing eventually burn out or plateau, taking their ministries with them.

DIAGNOSTIC QUESTION

Ask yourself: When did your key leaders last receive intentional development — not a conference, but a sustained investment in their growth?

2

The same people do everything.

If your church runs on the shoulders of five people and everyone else watches, you don't have a leadership shortage — you have a leadership development gap. Healthy organizations multiply leaders at every level. When only a few carry the load, the mission is one resignation away from crisis.

DIAGNOSTIC QUESTION

Ask yourself: Who are you actively developing to do what you currently do?

3

Vision is clear at the top but fuzzy everywhere else.

A vision that lives only in the senior leader's heart is not a vision — it's a wish. When leaders at every level can't articulate the organization's direction, decisions get made in silos, momentum slows, and people disengage. Leadership development creates a shared language and aligned execution.

DIAGNOSTIC QUESTION

Ask yourself: If you asked ten of your leaders what your organization's vision is, would you get ten different answers?

4

Conflict is avoided, not resolved.

Unhealthy organizations confuse niceness with unity. When difficult conversations don't happen, small tensions become deep fractures. Leaders who haven't been developed in emotional intelligence and courageous communication will always default to avoidance — and the culture pays the price.

DIAGNOSTIC QUESTION

Ask yourself: Are there conversations your team needs to have that everyone knows about but no one is having?

5

You're losing your best people.

High-capacity leaders don't leave organizations — they leave environments where they aren't growing. If you're watching talented, committed people quietly disengage or move on, it's worth asking whether they're being challenged, developed, and given increasing responsibility. People stay where they're becoming.

DIAGNOSTIC QUESTION

Ask yourself: In the past 12 months, who left — and did you know why?

6

Leadership is positional, not developmental.

When titles are given but development isn't, you create leaders who lead by authority rather than influence. True leadership development shifts the culture from 'I lead because of my role' to 'I lead because of my character and competence.' Without this shift, succession becomes a crisis every time.

DIAGNOSTIC QUESTION

Ask yourself: Are your leaders leading because of who they are — or only because of the title they hold?

7

You have no plan for what comes next.

Every leader will eventually step back, step down, or step away. If your organization doesn't have a pipeline of developed leaders ready to carry the mission forward, you're one transition away from chaos. Succession isn't a crisis response — it's a leadership discipline.

DIAGNOSTIC QUESTION

Ask yourself: If your senior leader left tomorrow, do you know who steps in — and are they ready?

What Comes Next

If you recognized your organization in any of these signs, you are not alone — and you are not without a path forward. The gap between where you are and where you want to be is not a character flaw. It is a leadership development opportunity.

Soteria Leadership Consults exists to bridge that gap. Through our Rise & Lead cohort programs, PINNACLE executive coaching, culture assessments, and speaking engagements, we partner with churches, ministries, and faith-based organizations to build the leadership culture their mission demands.

YOUR NEXT STEPS

1

Book a Free Discovery Call

30 minutes. No pressure. Let's talk about your organization and where you want to go.

2

Visit soterialeadership.com

Explore our programs, read about our approach, and listen to the Soteria Leadership Podcast.

3

Reach Out Directly

victor.areghan@soterialeadership.com · Available nationwide, in-person & virtual

calendly.com/vareghan/30min

"The greatest gift a leader gives is the leader they develop."

— Victor Areghan, PhD