



ROOTED & REACHING

COLOSSIANS 2:7

SAMUEL GRIMES ACADEMY

PART TWO

Pastor Roger Green, Jr.

Senior Pastor | Public Speaker | Community Advocate

Pastor Roger Green, Jr. is the Senior Pastor of Prayer & Deliverance Worldwide Ministries, Inc., where he and his wife, Lady Joy Green, faithfully serve Charlotte and the surrounding areas as spiritual leaders and change agents in the community.

A highly sought-after public speaker, leadership trainer, and life coach, Pastor Green has traveled extensively across the United States — preaching, teaching, and speaking on college campuses, to youth groups, civic organizations, businesses, and faith-based audiences. He has presented for esteemed organizations including Bank of America, Wells Fargo, Alight Solutions, the Congressional Black Caucus, Essence Cares, and many others. He also serves as an active consultant for the 400 Years of African American History Commission.

His trusted voice speaks into critical areas such as theology, social justice, affordable housing, and marriage and family. He is the author of *The Journey of Living Day By Day* and the producer of *XL Women of the Lord*, a documentary.

Above all, Pastor Green is the devoted husband of Joy Green and proud father of Aniyah and Judah — holding family as his highest priority.



Colossians 2:6-9

6 As ye have therefore received Christ Jesus the Lord, so walk ye in him:

7 Rooted and built up in him, and stablished in the faith, as ye have been taught, abounding therein with thanksgiving.

8 Beware lest any man spoil you through philosophy and vain deceit, after the tradition of men, after the rudiments of the world, and not after Christ.

9 For in him dwelleth all the fulness of the Godhead bodily.

Opening Framework

The Two Responsibilities of Healthy Ministry

A healthy ministry must be **deeply rooted in truth** and **boldly reaching toward the future**. Leadership transfer is never accidental — it is intentional discipleship.

 *Jeremiah 17:7-8 · Colossians 2:7*

Honor the Past

Preserve what built you

Prepare the Future

Build what will outlive you



The Chinese Bamboo Tree

The remarkable growth of the Chinese Bamboo Tree offers a powerful metaphor for long-term vision and foundational development in ministry.

Years 1-5: Rooting

Little visible growth above ground, but an extensive, deep root system develops beneath the surface.

Year 6: Rapid Surge

After deep rooting, the bamboo rapidly grows 80-90 feet in just five to six weeks.

Purpose: Strong Foundation

This underground strategy builds a massive, stable base for future exponential vertical growth.



A CULTURE OF HONOR

Honoring the Past While Leading Forward

Every ministry stands on the shoulders of someone. **Roots are not the final product** — they exist so the tree can grow. Great leadership holds two things in tension at once.

Preserve the Values

The gospel never changes. Truth is eternal — guard it with your life.

Adjust the Methods

How we reach people must evolve with every generation. Methods are seasonal.

"Jesus Christ the same yesterday, and to day, and for ever." — **Hebrews 13:8**

PASSING THE TORCH

Discipleship & Adaptability

Two leadership muscles are required in every season of ministry.



Two Muscles Every Leader Must Develop

We are not simply building an organization. We are **forming disciples** who can carry the mission forward — while remaining **nimble enough to adapt** to a rapidly changing world.

📖 *Matthew 28:19-20* —

The Great Commission is not about scaling attendance. It is about scaling discipleship.



Spiritual Formation

Build disciples,
not just workers.
Depth precedes
impact.



Adaptability

Technology,
culture, and
communication
change. Our
mission does
not.

ESSENTIAL QUALITIES

The 3 V's of Modern Leadership

In today's dynamic landscape, effective leaders must cultivate a multifaceted presence that transcends traditional boundaries. These three 'V's are crucial for building trust, fostering connection, and extending influence.



Visible

Be a present and engaged force within your community.



Vulnerable

Lead with authenticity, approachability, and genuine humanity.



Virtual

Cultivate a strategic and impactful digital presence across platforms.



"Table Talk"

Look Back

What leadership lesson did you receive from someone before you?

Look Forward

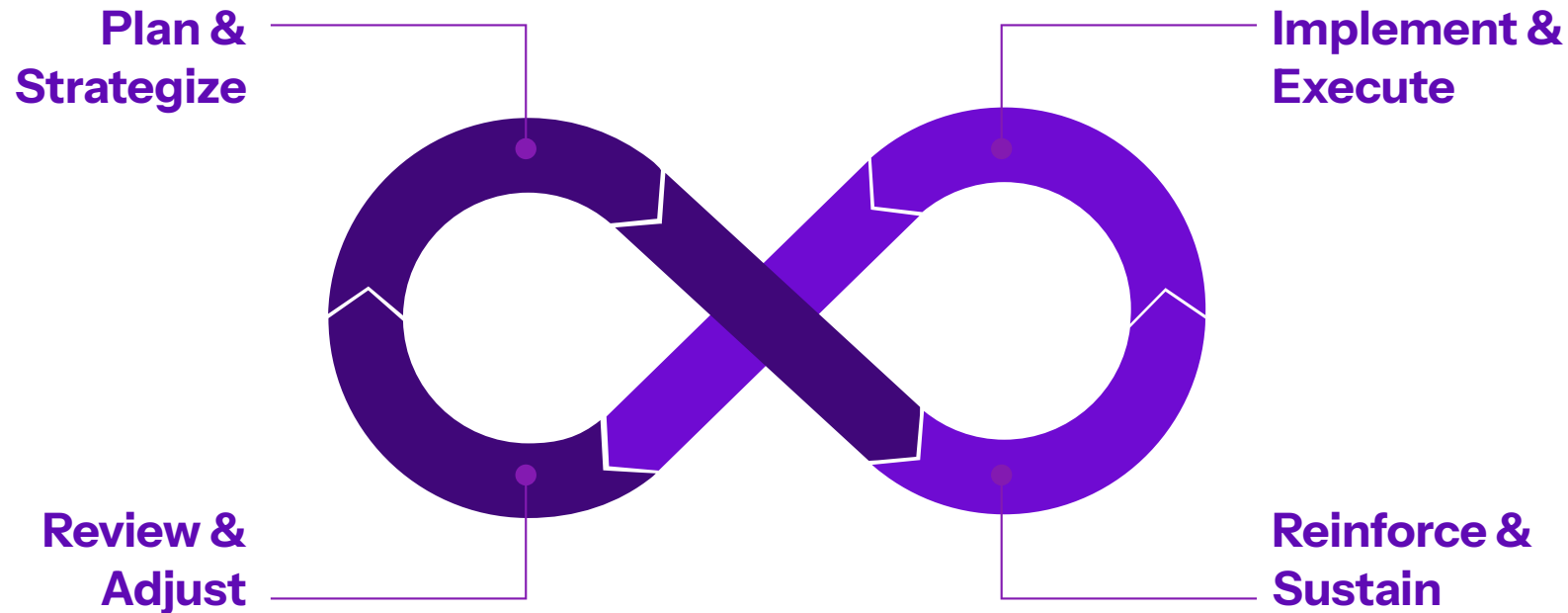
What leadership lesson must we now pass to the next generation?

- 📄 **Each table shares one takeaway.** This conversation is the divine transfer of leadership wisdom in action.



Mastering Change Management

Change management is the structured process of planning, implementing, and reinforcing organizational changes, ensuring they are adopted smoothly and successfully. It's vital for any organization, especially a church undergoing significant shifts.



Vision Success: The 3-Step Process

Bringing a divine vision to fruition requires a systematic approach.



Visualization

Casting a vision that is **plain, clear, and easy to digest**. Make it compelling and understandable for everyone involved.



Conceptualization

Create a **reproducible system** or prototype. Develop the detailed blueprint for efficient and scalable execution.



Realization

Execute the vision with excellence, bringing it to life through meticulous attention to detail and unwavering commitment.

Upon realization, establish proper evaluation mechanisms to **deconstruct and reconstruct** the finished product, ensuring continuous improvement and alignment with God's purpose.

Why It Matters: Critical Benefits

Effective change management isn't just about implementing new ideas; it's about minimizing disruption, fostering engagement, and securing the long-term success of the initiative. Key benefits include:

- **It Minimizes Disruption:** Smooth transitions reduce resistance and maintain productivity.
- **It Reduces Risks:** Proactive planning mitigates potential challenges and setbacks.
- **It Increases Adoption & Morale:** Engaged leaders and members embrace new directions with confidence.
- **It Achieves Intended Benefits:** Ensures the changes deliver their full desired impact.
- **It Builds Resilience:** Strengthens the organization's capacity to adapt to future challenges.

Four Key Influencing Factors



Legacy Culture

The established traditions, values, and practices that have shaped the church's identity over decades of ministry and community impact.



Organizational Health

The current state of systems, relationships, and operational effectiveness that determines readiness for transformation.



Leadership Trust

The confidence and credibility leaders have earned through consistent character, competence, and care for the congregation.



External Context

Demographic shifts, technological advances, and evolving community needs that create both challenges and opportunities for ministry.

THE CHEAT CODE

Ministry Systems Framework

Good intentions alone do not build lasting ministry. **Systems create consistency, clarity, and sustainability.** Without them, ministry becomes personality-driven. With them, it becomes legacy-driven.

Consistency

Reliable processes that don't depend on any one person

Clarity

Everyone understands their role and the shared mission

Sustainability

Ministry that can grow beyond the founder's direct involvement

Three Models of Church Existence

Each church finds itself in one of three distinct situations, each requiring a unique approach to leadership and cultural development.



Model 1: The Church Plant



Timeline

(0-3 Year Implementation)

The Clean Slate Advantage

Church plants operate with **no legacy culture**, offering the unique advantage of establishing a new identity from the ground up. This context allows for rapid cultural formation without navigating historical expectations.

Leaders can cast fresh vision, implement systems from day one, and build momentum quickly. The challenge lies in creating stability and establishing traditions that will endure.

Model 2: Established Church, New Leadership

Navigating Transition with Honor

This model describes churches with **20+ years of history** now experiencing leadership transition and strategic shift. It requires careful balance between honoring the past and moving toward the future.

The existing congregation has deep roots, memories, and expectations. New leadership must earn trust while gradually introducing necessary changes to ensure continued relevance and impact.



Timeline

(3-5 Year Implementation)

Model 3: Rebrand to Survive



Timeline: 5-7 Year Implementation

The longest transformation journey, requiring patience and persistence



Critical Situation

Older churches with legacy dysfunction and declining influence face survival decisions



Change Risk

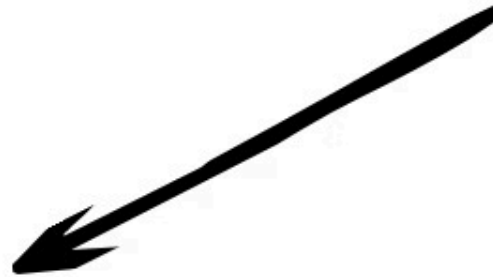
Necessary changes may offend long-standing members, requiring extraordinary wisdom and care

ESTABLISHED CHURCH, NEW LEADERSHIP

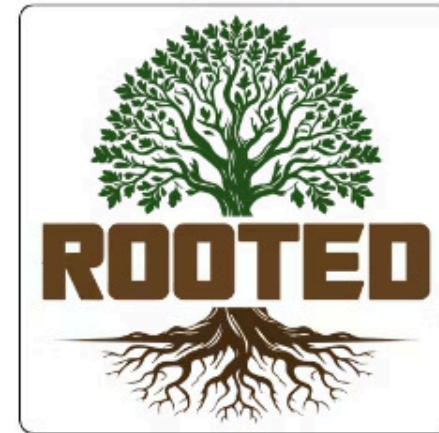
YEAR 1



YEAR 2



YEAR 3



YEAR 4

Ministry Systems Framework

Effective ministry requires more than good intentions —it demands **intentional systems** that create consistency, clarity, and sustainable growth across all areas of church life.



7 Essential Ministry Systems

1

Core Values Definition

Answer "Who are we?" — shape culture and guide every decision.

2

Vision Framework

Who are we called to? Why do we exist? Where are we going? How will we get there?

3

Leadership Development Pipeline

Train → Deploy → Multiply.
Healthy ministries reproduce leaders, not just programs.

4

Digital & Communication Ecosystem

Vision must be repeated clearly — through announcements, email, text, social, and meetings.

5

Ministry Assessment Tools

Quarterly evaluations: What worked? What needs improvement? What must stop?

6

Cultural Temperature Check-ins

Monitor morale, alignment, and unity. Healthy leaders read the heart of the congregation.

7

Annual Vision Retreats

Celebrate victories, evaluate growth, and cast fresh vision. Keep the ministry aligned.

"Table Talk"

Positive Outlook

What **Strengths** and **Opportunities** do you see for our ministry right now?

Challenges Ahead

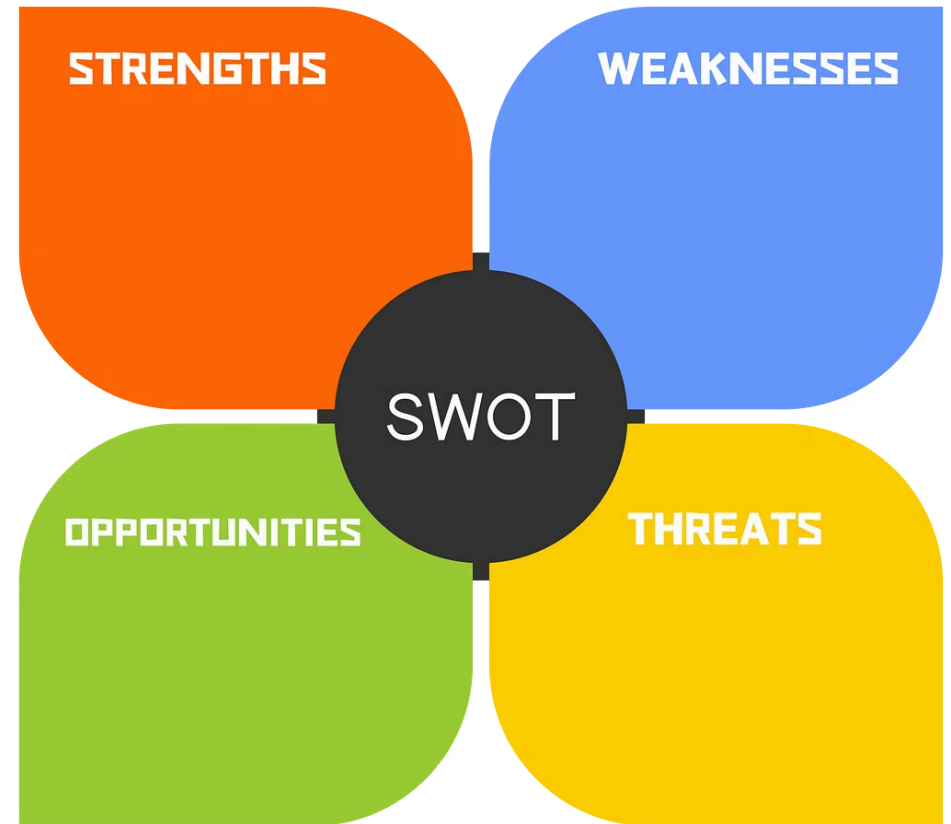
What **Weaknesses** or **Threats** concern you most as we look to the future?

- 📄 Each table shares one key SWOT insight. This conversation helps us gain diverse perspectives on our current state.




SWOT Feedback Review

Understanding our current reality through honest assessment of Strengths, Weaknesses, Opportunities, and Threats creates the foundation for strategic growth.



Strengths: What God Has Blessed

These are the **God-given assets** that make your ministry unique and position us for continued kingdom impact in our community.

 **Reflection Prompt:** How can we protect and expand these strengths as we grow?



Weaknesses: Areas to Strengthen in Love

Acknowledging weaknesses isn't criticism—it's an act of **loving honesty** that positions us for growth and improvement in our ministry effectiveness.

- Discussion Prompt: What ministry infrastructure (teams/systems) can help address these areas?





■ Opportunities: Windows for Growth

These are the **strategic opportunities** where focused effort can yield significant kingdom impact and ministry expansion.

■ Threats: Warning Signs to Address

Recognizing potential threats allows us to respond with **wisdom and proactive strategy** rather than reactive crisis management.

- **Discussion Prompt:** What spiritual disciplines and systems ensure we remain unified and fruitful despite these challenges?



5 Vision Categories for Balanced Growth

To grow effectively and faithfully, every ministry must hold five areas in balance.



Spiritual Maturity

Prayer, discipleship, and Bible study.
We must grow *deep* before we grow wide.



Ministry Systems

Operations, communication, and technology working together with excellence.



Family Development

Strong marriages, intentional parenting, and family discipleship build strong churches.



Youth Engagement

Children, teenagers, and young adults — preparing the next generation is non-negotiable.



Community Impact

Evangelism, service, and outreach.
The church must transform its city.

TRANSITIONAL LEADERSHIP

Leading in Cultural Transition

Change must be led with **patience, clarity, and vision**
— not reaction or fear.



NEEDED SKILLSET FOR TRANSFORMATION

Essential Competencies for Navigating Change



Innovative & Strategic Thinking

This involves the capacity to foresee future trends, challenge existing paradigms, and develop adaptive strategies. It's about designing a future-forward vision for the ministry, not just maintaining the status quo.



Talent Acquisition & Development

Identifying, recruiting, and nurturing key individuals—whether volunteers or paid staff—who possess the right gifts, passion, and adaptability to support the ministry's evolving mission. This includes fostering a culture of continuous learning and leadership pipeline development.



Change Management

The disciplined process of guiding the congregation through significant shifts. This involves clear communication, stakeholder engagement, managing resistance, and ensuring that transitions are executed smoothly while maintaining organizational health and unity.

Innovative & Strategic Thinking

This competency is about constantly looking ahead, challenging the status quo, and actively shaping the future of the ministry.



Foresee Future Trends

Anticipate shifts in culture, technology, and community needs to proactively prepare the ministry.



Challenge Paradigms

Question existing methods and assumptions to uncover more effective and relevant approaches.



Develop Adaptive Strategies

Create flexible plans that can evolve with changing circumstances, ensuring long-term resilience.



Design Future-Forward Vision

Articulate a compelling vision that inspires growth and moves beyond merely maintaining current operations.



Reflection Prompt: How can we foster a culture where innovative ideas are welcomed and explored?

Talent Acquisition & Development

Building a thriving ministry requires a deliberate and ongoing commitment to identifying, recruiting, and nurturing key individuals—both volunteers and staff.



Identify Core Needs

Clearly define roles, required gifts, and essential skills to effectively match people to ministry opportunities.



Proactive Recruitment

Actively seek out individuals with passion and potential, rather than waiting for them to volunteer. Go where they are.



Intentional Nurturing

Provide mentorship, resources, and a supportive environment for individuals to grow in their roles and spiritual walks.



Continuous Development

Foster a culture of ongoing learning, skill-building, and leadership training to equip them for current and future challenges.



Leadership Pipeline

Develop clear pathways for advancement and succession, ensuring a continuous flow of prepared leaders for every ministry area.



Reflection: Who are 2-3 emerging leaders in our congregation that we should intentionally invest in this year?

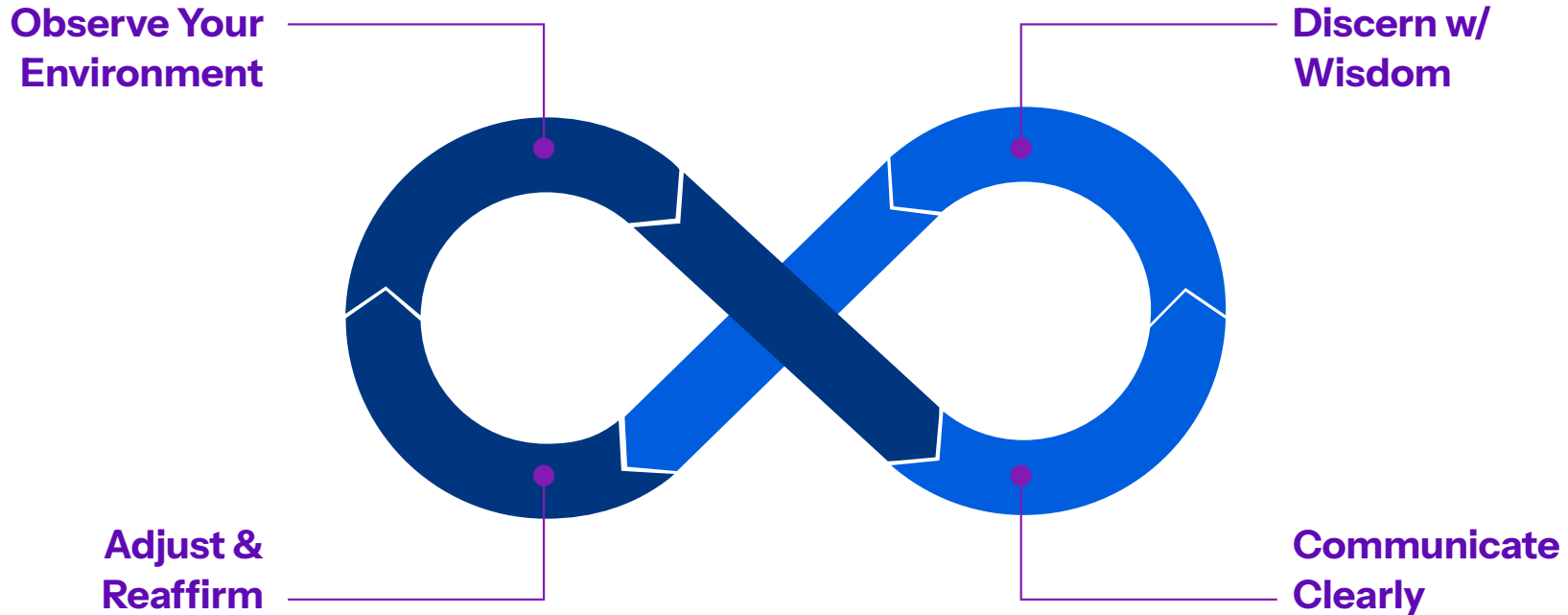
Mastering Change Management

Effective **Change Management** is the disciplined process of guiding your congregation through significant shifts, ensuring transitions are executed smoothly and organizational health is maintained.

This critical competency involves:

- **Clear Communication:** Articulating the "why" and "how" of change.
- **Stakeholder Engagement:** Involving key individuals and groups in the process.
- **Resistance Management:** Addressing concerns and building buy-in.
- **Unity & Health:** Prioritizing the well-being and cohesion of the community throughout the transition.

The Leadership Cycle During Change



This cycle keeps leaders grounded and proactive — especially when the culture around them is shifting rapidly.

Understanding Role Stress

One of our primary objectives is to work together to reduce role stress within our leadership team. Role stress can significantly impact our effectiveness and joy in ministry.

Role Ambiguity

Occurs when leaders lack clear information about their responsibilities or expectations for success in their ministry position.

Role Conflict

Happens when leaders face competing or contradictory expectations from different roles or individuals, creating internal tension.

The Hidden Cost of Unclear Roles

Workplace stressors like role ambiguity and role conflict can lead to serious negative outcomes that affect both the individual and the ministry as a whole.

Burnout & Exhaustion

Emotional depletion that diminishes passion for ministry and service

Increased Anxiety

Uncertainty about expectations creates ongoing stress and worry

Lower Satisfaction

Confusion about responsibilities reduces fulfillment in leadership

Reduced Performance

Lack of clarity hampers effectiveness and ministry impact

The 3 C's of Leadership



Celebrate

Honor every step of progress.
What gets celebrated gets repeated.



Challenge

Encourage growth with honesty and grace. Comfort is the enemy of development.



Correct

Address problems with love and directness. Truth spoken in love changes lives.

"Iron sharpeneth iron; so a man sharpeneth the countenance of his friend." — **Proverbs 27:17**

Built to Last: 10 Foundations of Sustainable Ministry

A ministry that endures is not accidental. **It is architected.** These ten foundations create longevity that outlasts any single leader.



Succession Is Not Optional

A church that **ignores succession** is quietly preparing for decline. A church that **invests in its next leaders** is preparing for generational longevity.

The greatest act of leadership is not building something great for today — it is handing something stronger to tomorrow.

The Goal of Leadership

Is not **control**.

It is **transfer**.

- Transfer wisdom
- Transfer responsibility
- Transfer culture
- Transfer vision

Great Stories of Succession

History offers powerful examples of successful leadership transitions that not only sustained but dramatically grew organizations, proving that succession is a critical pillar of lasting impact.



Apple Inc.

Steve Jobs to Tim Cook (2011):
A rare, planned transition from a visionary founder to an operational expert, boosting revenue from \$65B to \$383B.



Microsoft

Steve Ballmer to Satya Nadella (2014): This transition marked a strategic shift to cloud computing, increasing market capitalization more than threefold.



S.C. Johnson & Son

Family Governance:
Established a durable system separating family voice from operational management, ensuring smooth, long-term generational transitions.

Closing Charge

"We will not hide them from their children, shewing to the generation to come the praises of the Lord."

— Psalm 78:4

We are rooted in Christ. We are rooted in truth. **And now we must reach the next generation.**

Because a ministry that is **rooted well...** will grow far.

