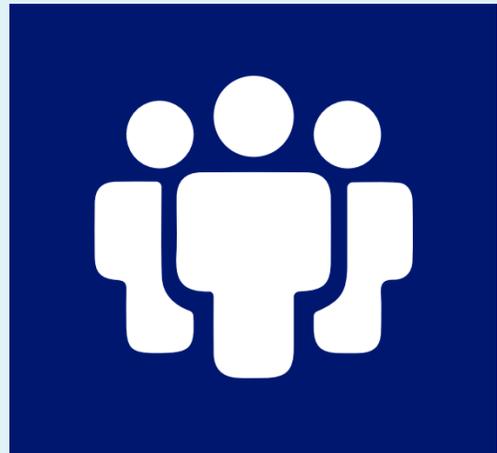Lausanne Movement
Leadership Development

Leadership
Development
Issue Network

2025

Growth Reflection
Based on the Lausanne Issue Network Health Framework

Why Health Matters

The health of a network determines its ability to bear fruit that lasts.

The Issue Network Health Assessment exists to help catalysts and your teams reflect prayerfully on the state of your network and discern what the Spirit may be inviting you to nurture next.

This process is not evaluative but formative – an opportunity to pause, celebrate, and re-root in God's calling.

As the Leadership Development Issue Network participates in this growth reflection, the focus is on deepening vitality, strengthening connections, and extending impact.

Health, in this context, is not static but dynamic: a continuous process of tending the soil, pruning where needed, and rejoicing in new growth.

Understanding the Report

Each assessment question was rated on a 1–5 scale, producing average scores for each area of health. These scores correspond to stages of health that are relevant to Leadership Development's size and growth stage, and are:

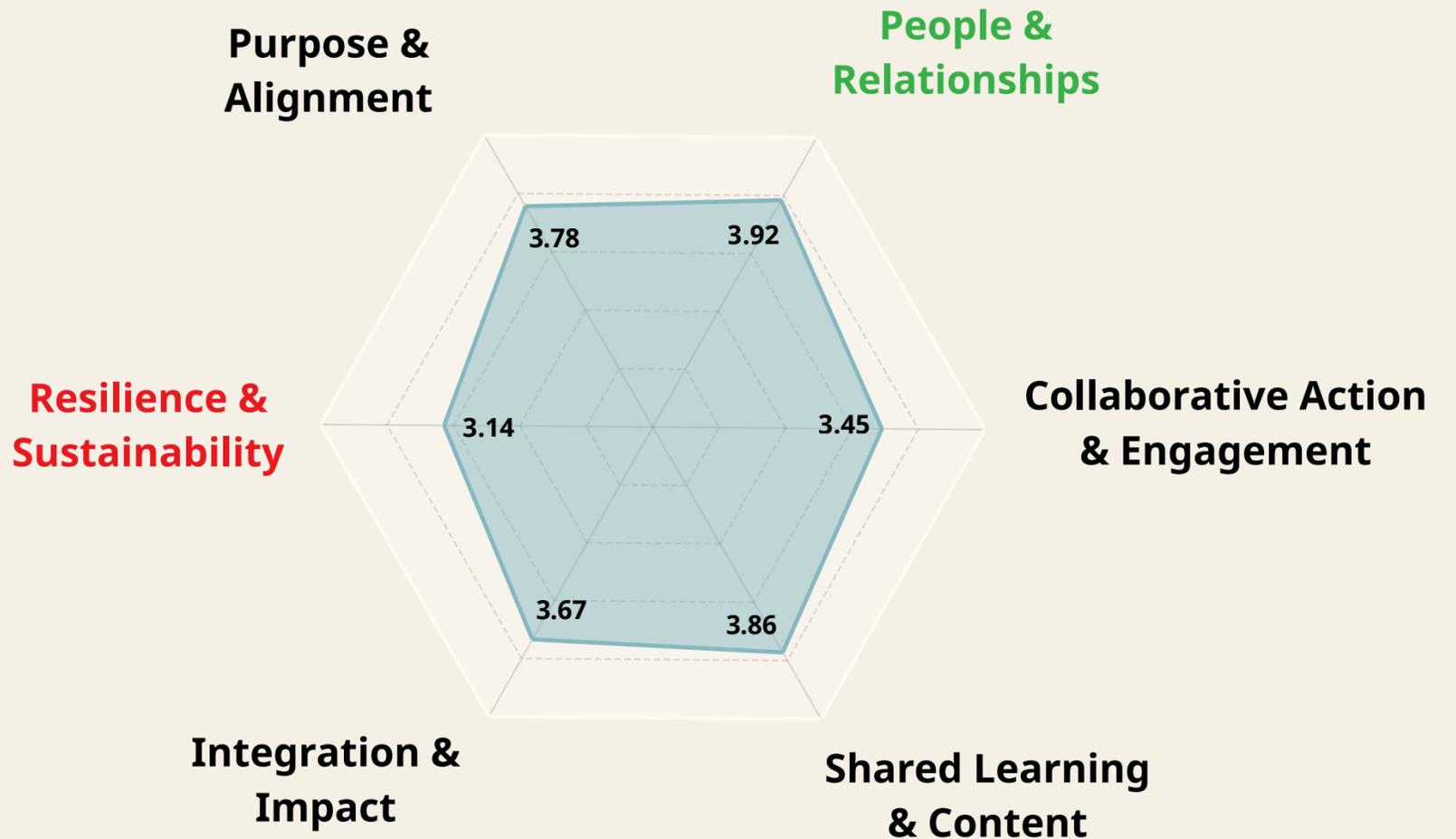| THRIVING AREAS	LIVING AREAS	THIRSTY AREAS
(Your top 3 scores)	**(Your middle 6 scores)**	**(Your bottom 3 scores)**
Flourishing and healthy	Active growth, but with room for strengthening	Fragile or underdeveloped, requiring renewed focus

Assessment Summary

Overall Network Health Status

GROWING

The Leadership Development Issue Network shows healthy growth marked by strong spiritual roots, adaptive leadership, and trusted governance. Strengthening communication rhythms and pathways for multiplication, and developing clearer measures of missional impact will help translate your strengths into sustained, visible fruitfulness.

Purpose & Alignment

People & Relationships

Resilience & Sustainability

3.78

3.92

3.14

3.45

3.67

3.86

Collaborative Action & Engagement

Integration & Impact

Shared Learning & Content

These numbers reflect the combined scores of the 2 areas of assessment under each dimension of health.

Thriving Dimension

Thirsty Dimension

Purpose & Alignment

Spiritual vitality and strategic clarity rooted in God's purposes

Spiritual Vitality

How rooted the network is in prayer, biblical truth, and dependence on the Holy Spirit as the foundation for all vision and collaboration.

STATUS

Thriving

Average Score

3.89

Range

3.7–4.2

Variance

Low

Reflection

Leadership Development demonstrates strong spiritual vitality, marked by clear alignment with God's mission and dependence on God's leading. Leadership discerns well, though more consistent, shared engagement with Scripture would further ground collective decision-making and deepen spiritual formation across the network.

Encouragement

You are cultivating healthy roots. The next step is establishing regular rhythms to further anchor discernment and sustain spiritual depth across the network.

When prayer and dependence on the Spirit anchor your work, every strategy becomes an act of worship and obedience.

Leadership Development
Growth Reflection | 2025

Vision & Objectives

The degree to which the network operates with clearly defined, Spirit-aligned purpose and measurable, obtainable objectives that directly contribute to Lausanne's fourfold vision.

STATUS

Average Score

3.67

Range

3.0–4.2

Variance

Low–Moderate

Living

Reflection

You have a clear sense of shared mission, with strategies largely reflecting the network's vision and Spirit-led intent. While objectives address real needs, clearer accountability and formalised action plans would strengthen focus, consistency, and sustained progress across collaborative efforts.
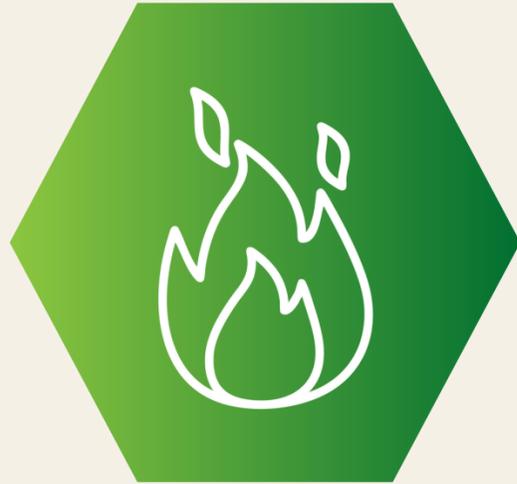
Encouragement

Your shared purpose is strong. The next step is clarifying alignment to Lausanne's mission, assigning responsibility, and coordinating action to strengthen unity and collaboration across the network.

Clarity of purpose gives direction; when your vision is Spirit-led and shared, the network grows with unity and confidence.

Additional Reflections

Spiritual Atmosphere

Described by words like **synergy**, **meaningful**, and the phrase **sensitive to His leading and direction**, revealing a spiritually attentive community shaped by discernment, unity, and trust in God's guidance.

Vision Metaphors

Imagery identified included a seedling, a map, and a sunrise. 🌱🗺️🌅
This suggests a hopeful journey of growth, direction, and emerging purpose taking shape over time.

Leadership & Governance

STATUS

Thriving

Average Score

4.17

Range

3.5–4.7

Variance

Low–Moderate

Reflection

Leadership is marked by Christlike humility, trust, and a collaborative spirit. Leaders foster shared ownership and inclusive decision-making. Clarifying governance structures and accountability will further support transparency, consistency, and sustainable growth as the network continues to mature.

Encouragement

Your leadership culture is strong. The next step is clarity – define governance roles, document processes, and communicate accountability to support healthy growth.

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Servant-hearted leadership nurtures trust and credibility – where humility guides, integrity protects, and shared decision-making brings peace.

Diversity & Inclusivity

The breadth of the network's representation (across cultures, ethnicities, genders, denominational traditions, and generations) and how intentionally it includes and values all voices in unity.

STATUS

Living

Average Score

3.67

Range
3.5–4.0

Variance
Low

Reflection

The network fosters a strong sense of belonging, marked by mutual respect and relational trust. However, inclusion of underrepresented voices remains inconsistent. Establishing intentional, structured pathways for participation would help ensure diverse perspectives are regularly heard and more fully shape the network's shared direction.

Encouragement

You have a welcoming foundation. The next step is to build – creating regular forums and clear pathways for underrepresented voices to contribute to the network's future.

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When every culture, generation, and voice is valued, the network reflects the fullness of Christ's body in mission.

Additional Reflections

Conflict Resolution

If a disagreement arose, everyone envisions **healthy dialogue** – indicating strong relational trust within the network.

Network Diversity

Diversity in the network is mostly **cultural/ethnic**, **generational**, and **theological**, although representation of **gender** diversity is also recognised. There is a need to diversify across **geographi**c and **professional** lines.

Collaborative Action & Engagement

Trusting partnerships and clear communication, upholding unity

Collaborative Engagement

The degree to which the network fosters participation, trusting partnerships marked by shared initiatives, mutual support, and unified pursuit of its mission.

STATUS

Living

Average Score

3.78

Range

3.3–4.5

Variance

Low–Moderate

Reflection

Your network has a clear leadership core, growing partnerships, and meaningful member contribution. Trust and shared identity are evident, though collaboration remains inconsistent. Strengthening follow-through, widening participation in planning, and creating shared projects will help translate relational strength into sustained action.

Encouragement

Your relational foundations are strong. Focus next on shared projects, clearer follow-up, and broader participation.

True collaboration is born from trust; when members serve one another, and shared mission flourishes beyond individual strength.

Communication

The effectiveness of communication within the network (between members and leadership) and to external stakeholders (to the broader Lausanne Movement, church, and public).

STATUS

Average Score
3.11

Range
2.0–4.0

Variance
Moderate

Thirsty

Reflection

Communication carries spiritual warmth, yet rhythms remain irregular and largely one-directional. Limited feedback pathways and infrequent touchpoints reduce connection and shared ownership. Establishing consistent updates, two-way channels, and safe spaces for dialogue would strengthen clarity, trust, and network-wide engagement.
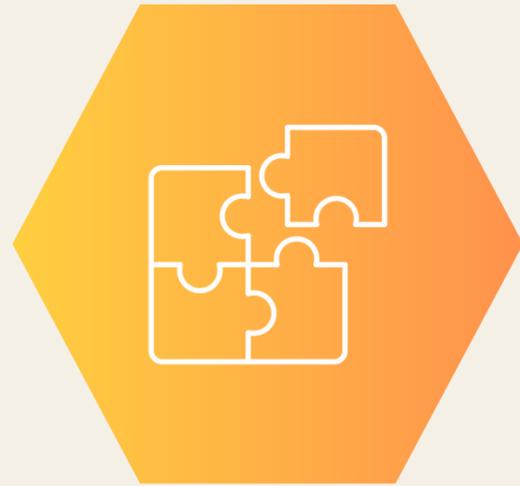
Encouragement

You communicate with heart and faith. The next step is consistency – establish regular updates and schedule ongoing gatherings to strengthen connection and shared direction.

Healthy networks speak with clarity and grace – amplifying vision, inviting participation, and ensuring every member is heard.

Additional Reflections

Collaborative Relationships

There is a strong sense of collaborative potential within the network. Everyone could name 3 people they could collaborate with on a shared initiative.

Communication Channels

Information flows through WhatsApp, reflecting accessible communication.

Shared Learning & Content

Thoughtful theological reflection, missional leadership, motivating and equipping the outworking of the vision

Content & Training

STATUS

Living

Average Score

3.89

Range
3.5–4.2

Variance
Low

Reflection

Your network produces biblically grounded, culturally relevant resources and training that serve others and meet real mission needs. This impact is growing, though reach remains limited. Expanding distribution channels, diversifying formats, and sharing stories more consistently would broaden access, deepen learning, and extend your influence.

Encouragement

Your content is strong and trusted. The next step is broadening reach – widen distribution, and embed regular storytelling to equip and inspire more leaders globally.

Networks that equip others through biblically grounded learning multiply wisdom and strengthen the church for global witness.

Thought Leadership

The extent of the network's contribution to biblically faithful, Spirit-led insight that shapes global mission thinking and guides others in their practice.

STATUS

Living

Average Score

3.83

Range

3.2–4.5

Variance

Low–Moderate

Reflection

Your network is a credible voice that offers fresh theological insight to global mission conversations. There is a desire for more attention to be given to corporately discerning Spirit-led answers to complex missional issues. More intentional invitations, wider promotion, and clearer pathways for emerging voices would contribute to growth in this area.

Encouragement

Your insight is valued. The next step is engagement – inviting wider participation, especially of emerging voices, to amplify shared learning and insight.

Spirit-led thought leadership inspires the church to think deeply, act courageously, and pursue mission with prophetic clarity.

Additional Reflections

Most Shared Content

https://langhamliterature.org/leading-well-in-times-of-disruption

The Network's Voice

Most judge Leadership Development's voice as **emerging but growing**, while one sees it as **only occasionally heard**.

Integration & Impact

Shared initiatives marked by innovation and relevance, achieving tangible global impact

Missional Impact

The degree to which the network makes a meaningful spiritual and strategic difference in fulfilling its mission.

STATUS

Average Score

3.22

Thirsty

Range

2.8–3.5

Variance

Low

Reflection

The network is bearing visible, Spirit-led fruit and shares encouraging stories of transformation. However, inconsistent evaluation and limited data systems obscure the full picture of impact. Strengthening shared metrics and follow-up practices will help clarify outcomes, deepen learning, and guide future mission more effectively.

Encouragement

You are bearing lasting gospel fruit. The next step is reflection – establishing simple rhythms to track outcomes, gather stories and data, and regularly reflect on fruitfulness.

Healthy networks bear visible fruit – lives changed, communities renewed, and the gospel taking root where it was once absent.

Adaptability & Innovation

The ability to adjust and innovate in response to changing circumstances or challenges, maintaining effectiveness and mission faithfulness over time.

STATUS

Thriving

Average Score

4.11

Range
4.0–4.3

Variance
Low

Reflection

Leadership Development demonstrates strong adaptability, remaining responsive to global realities and open to learning and experimentation. Creativity and Spirit-led guidance are evident, though clearer processes for discernment, testing ideas, and timely implementation would help innovations move more quickly from insight to sustainable practice.

Encouragement

Your responsiveness is a gift. Build on it by embedding prayerful discernment, clear feedback loops, and simple pilots to test, refine, and scale new ideas more quickly.

Spirit-led innovation keeps the network fresh – ready to respond with courage, creativity, and faith to changing mission needs.

Additional Reflections

Network Impact

The most prevalent impact is **personal transformation** and **change within the church**, although there were mixed views as to the Leadership Development network impacting **missional awareness** or having **cultural influence**.

Innovation Culture

Most common responses:
🛶 Canoe – Collaborative, but drifting
🚲 Bicycle – Slow but steady, powered by a few
The network sees itself as committed and collaborative, but needing broader coordination and clearer direction.

Resilience & Sustainability

Resources and generational continuity, ensuring longevity and multiplication beyond the network

Resources

The ability of the network to steward finances, people, and knowledge with transparency and interdependence, ensuring sustainability for its calling.

STATUS

Living

Average Score

3.28

Range
3.2–3.5

Variance
Low

Reflection

Your resource stewardship is marked by integrity and generous sharing of knowledge, strengthening trust across the network. However, limited capacity, uneven participation, and fragile resourcing constrain sustainability. More intentional mobilisation of time, skills, and shared ownership will support consistent momentum and long-term impact.

Encouragement

Your generosity builds trust. The next step is sustainability – share ownership, clarify resource commitments, and mobilise time, skills, and funding to strengthen long-term capacity.

Stewardship done in unity – sharing time, gifts, and finances – builds interdependence that sustains mission beyond any one generation.

Multiplication

The extent to which the network cultivates leaders, initiatives, and contextual expressions that carry the vision forward with generational continuity and global reach.

STATUS

Thirsty

Average Score

3.00

Range

2.2–3.7

Variance

Low–Moderate

Reflection

Emerging leaders are engaged and contributing, yet multiplication remains fragile. Growth and new initiatives are unevenly recognised, coordinated, and supported. Clearer working groups, stronger regional connections, and intentional celebration of replication will help translate momentum into sustained, locally owned growth.

Encouragement

You are laying important foundations. Clarify working groups, celebrate emerging initiatives, and empower local leaders to adapt and extend the vision for sustainable long-term growth.

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When leaders reproduce leaders and vision gives birth to new expressions, the network ensures lasting fruitfulness for God's glory.

Additional Reflections

Resources

Most feel confident that the network can be sustained over the next year, yet the greatest present needs are:
Volunteers or leaders
Financial support
Administrative systems

Multiplication and Growth

The common response:
💧 Trickling Stream – Small beginnings
Multiplication is present but modest, marked by early-stage growth and potential.

Suggested Next Steps

Multiplication

Form New Initiatives
Form working groups to launch new initiatives or regional expressions.

Encourage Network Replication
Support and celebrate efforts to replicate the network's vision in new contexts.

Celebrate Vision Expansion
Publicly celebrate innovation and initiatives that carry the vision forward beyond your network.

Communication

Maintain Clear Channels
Use consistent and clear channels to keep members informed and engaged.

Enable Two-Way Dialogue
Create regular opportunities – online or in person – for two-way communication.

Share Vision Regularly
Schedule regular sharing of your network's vision and updates with members and the wider church.

Missional Impact

Use Data for Discernment
Use your impact data to discern future priorities and improve focus.

Evaluate Holistic Impact
Evaluate impact using both qualitative stories and quantitative data.

Identify Impact Drivers
Identify areas where your work has made a tangible difference – and why.

In closing...

The Leadership Development Issue Network reflects encouraging growth shaped by spiritual depth, wise leadership, and adaptive practice. Your commitment to forming leaders for God's mission is evident. May the Lord strengthen your discernment, deepen your collaboration, and multiply lasting fruit through your shared labour.

"...that they may be called oaks of righteousness, a planting of the Lord for the display of his splendour."

- Isaiah 61:3b