

Quarterly Leader Review

Four times a year. Look at the person, not the group.

Four times a year, step back from the room and look at the person. The question is not whether the group is working. It is whether this is still life-giving for the one holding it — and whether they are being formed or slowly spent.

THE LEADER'S OWN READING

The leader fills this section in before the meeting. Do not fill it in for them.

I know what I am doing in that room

1	2	3	4	5
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I have somewhere to put what I hear

1	2	3	4	5
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I am being formed, not just spent

1	2	3	4	5
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I could say no to something if I needed to

1	2	3	4	5
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I would tell someone before I ran out

1	2	3	4	5
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What has changed in you since you started leading?

THE CHURCH'S SIDE OF IT

What did we promise this leader that we did not deliver?

Ask it honestly. The pipeline fails in both directions.

What has this leader learned that the rest of us should know?

THE DECISION

One of four. Naming it plainly is a kindness — drift is what burns people out.

WHERE DO WE LAND?

- ☐ Continue — with the same support.
- ☐ Continue — with more support, specifically: _____
- ☐ Pause — for a season, with a named date to revisit.
- ☐ Step back — with honour, and a clear word of thanks.

Agreed next step, and the date we will revisit it

QUARTERLY LEADER REVIEW

SAYING IT WELL

WHAT PEOPLE HEAR	WHAT IS ACTUALLY CLAIMED
Continue, same support	"You are doing this well and I do not want to fix what is working. Same rhythm, same me, same number."
Continue, more support	Name the specific thing you are adding, and put a date on it. "More support" with no mechanism is a sentiment.
Pause	"I want you to have a season without this. Let's talk again in March." A pause with a date is rest. A pause without one is a quiet ending nobody named.
Step back	Thank them publicly and specifically. A leader who is released with honour tells ten people it was a good place to serve. One who drifts away tells ten people something else.

REMEMBER THIS

Stepping back is not failure. A church that only ever adds leaders and never releases them is not building a pipeline — it is accumulating obligation, and calling it commitment.