



LEADING THROUGH CHURCH TRENDS

with Carey Nieuwhof

PURPOSE FROM STRUGGLE

- Personal burnout led Carey to a mission of helping leaders thrive in life and leadership.
- Healthy churches require healthy leaders—emotionally, spiritually, and practically.
- Because seminary and ministry training often leave out some of the most essential leadership skills, both Carey and PC are passionate about building and resourcing church and ministry leaders.
- Leaders don't need to have it all figured out—they need to stay faithful and curious.

"I want to make sure that leaders personally are healthy." - *Carey Nieuwhof*

NAVIGATING A HEALTHY SUCCESSION

- Letting go of leadership requires humility, intentional planning, and trust.
- Former leaders must resist the urge to correct or overreach after the transition.
- Public and private unity between outgoing and incoming leaders sets the tone.
- A healthy "calling into" something new prevents longing for the past.
- The best transitions are built on relationship, respect, and long-term commitment.

"Good decisions get better with time. Bad decisions get worse with time.." - *Carey Nieuwhof*

UPCOMING CHURCH TRENDS

- Gen Z is showing signs of revival, yet overall church engagement remains low.
- Leaders must balance celebration of spiritual momentum with honest data awareness.
- Confession is a spiritual practice Gen Z is drawn to—bring it back with authenticity.
- Vulnerability from leaders creates space for healing and transformation.
- Gen Z responds to prayer, repentance, and spaces for real-life struggles.

"They admire your strengths, but they identify with your weaknesses." - *Carey Nieuwhof*



TRANSITION AS A TEAM

- Only 1% of pastors say their churches are effective at evangelism—down from 13%.
- Most church growth today comes from transfer, not conversion.
- True discipleship includes teaching believers how to share their faith.
- Your newest members have the strongest potential to invite others.
- Leaders must train and empower people—not just rely on stage moments.

“Only 3 - 5% of churches in America are what they call high conversion growth churches.” - *Carey Nieuwhof*

STRATEGIC SEASONS FOR CHURCH GROWTH

- Leverage natural momentum moments like Easter, Christmas, and Time Change Sunday.
- Attendance spikes can reveal hidden opportunities for engagement and series launches.
- Metrics aren't everything—but they reveal trends and help make wise decisions.
- New believers create network growth when empowered to invite others.
- Take advantage of seasonal rhythms where faith and culture align.

“At Christmas, everything syncs up.” - *Carey Nieuwhof*

5 DISRUPTIVE CHURCH TRENDS THAT WILL RULE 2025

- You can learn more about Carey's other three 2025 Church Trends by clicking [here](#).

DISCUSSION QUESTIONS

See the next pages for Discussion Questions that will help you and your team get the most out of this episode!

EPISODE RESOURCES

- [Learn More from Carey Nieuwhof](#)
- [Carey's Leadership Podcast](#)
- [GrowLeader One Days](#)
- [GrowLeader Conference](#)
- [Monthly Mentoring with PC](#)
- [GrowLeader Roundtables](#)
- [Build a Legacy of Kingdom Builders Team](#)
- [Free Church Resources](#)
- [Previous Episodes + Show Notes](#)
- [The Wesleyan Investment Foundation](#)
- [OneHope](#)
- [StudioC](#)



DISCUSSION QUESTIONS:

Keep growing to reach your full potential by asking yourself and your team these questions:

PURPOSE FROM STRUGGLE

- 1. What warning signs of burnout do you need to pay attention to in your life?

- 2. Are there leadership gaps in your ministry that could be strengthened?

- 3. How are you investing in your personal health—spiritually, emotionally, and practically?

NAVIGATING A HEALTHY SUCCESSION

- 1. What does honoring both leaders in a transition look like in your context?

- 2. Where might you need to “let go” and trust someone else’s leadership?



3. Do you have a new calling you're stepping into—or are you just stepping away?

GEN Z: REVIVAL AND RETREAT

1. What are you seeing in your church that confirms or challenges the Gen Z trend?

2. How could you create space for confession or spiritual honesty in your services?

3. Are you modeling vulnerability and authenticity as a leader?

THE EVANGELISM GAP

1. Is your church growing through conversion or transfer?



2. Are you equipping people to share their faith confidently and clearly?

3. How can you help new attendees feel empowered to invite others?

STRATEGIC SEASONS FOR CHURCH GROWTH

1. What Sundays in your calendar could be leveraged for outreach or a new series?

2. Are you tracking what drives growth—and what momentum looks like in your church?

3. How can you better support your church's natural invite culture?
