



Episode 92: Pastoring A Movement Part 1

Featuring: Mingo Palacios & James Grogan

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Transcript:

Mingo Palacios: [00:01](#)

Hey everybody, welcome to the purpose driven podcast. My name is Mingo, your host. And every episode we try to bring something insightful that you can apply immediately, right inside your personal minis ministry sphere or that you can deliver to your own teams as a way of helping them better lead the ministries that you've entrusted them to. Today, my guest across the table is the one and only James Grogan, a not just a great pastor, have a great network of churches, but also just happens to be my new supervisor and boss. I Hey, uh, so, uh, my own storyline took me from two uh, years at Saddleback working alongside of churches all over the country, uh, learning about healthy church. And I get a phone call from James Grogan and says, Hey, we just merged with a church 60 years old and we are seeing the new sprouts of life health is coming back to this church.

Speaker 1: [00:53](#) Would you help us deploy, uh, everything that you know in that circle, would you bring it and partner with us, the Eastlake church network to bring another church back to life? And this has been the storyline for the last year. And, uh, today's a perfect conversation because James is currently leading a network of nine churches through and what is a healthy church expression, not just for their own unique churches, nine churches in this family of churches, but now becoming a movement based churches, a movement of churches that are reproducing other networks of churches. So James, welcome to the podcast. Thanks for taking some time out of your busy schedule. I know you just knocked down three services. Hey, I did it. We're doing this after work in Sundays can three times. And the cool thing is what we talked about, you and I over a year ago, the opportunity that existed with Torrey Pines a having been here and just spoke this weekend, which I don't get to do a lot, um, in this location, uh, was seeing that those things we talked about, those prayers that we've prayed, healthy steps that we've been shooting for.

Speaker 1: [02:02](#) Uh, having just been here today and as your supervisor, I would say, well done. Thank you. Says we're hitting a lot of those. Yeah, today was a great day. Where Jesus built his church and a man, people stepped into ministry out of the crowd, you know, into the congregation. So I think some people take some steps, you know, Kinda from those circles, that commitment, you know, out of the congregation and into the committed. So, uh, great things happen. People came to Jesus. It was a good day. Yeah, it is. And now, James, you've always, uh, had the DNA of a purpose driven leader in a purpose driven ministry inside of your bones. You've been a pastor for many years and, uh, just recently that's a nice way of saying you're getting old. It's not true. Uh, the new 20, but listen, you just were baton pass. So you had a, a succession experience where you were handed a legacy church. Why don't you walk some of our listeners through that as we kind of set the frame for, uh, what it looks like to be not just a healthy church, but now a healthy movement of churches and what God is doing through that.

- James Grogan: [03:08](#) Yeah. Um, you know, I'm, I'm leading off the shoulders of a great leader and Pastor Mike Meeks, my mentor. Uh, I was on staff with, uh, East Lake Church and Chula Vista for the last 16 years, 14 of those as an associate in every role you can think of if you've ever served in a growing church, you know, that roles change quickly, uh, fast, fluid and flexible. And so, I mean, I did everything, uh, from kids and students to first impressions, discipleship, pastor, uh, all sorts of stuff. And, uh, Mike and I had an intentional plan that we started a conversation together first and then with our board after that and came up with a five year ramp, uh, to where, uh, Mike would hand over leadership of the church, he would become pastor emeritus. I would step into the lead pastor role. We walked that out in a super healthy way. God's grace was all over it. Um, it was and has been now two years later, uh, since that day, two years next month. Yeah. It was when it happened.
- Speaker 1: [04:11](#) Yeah. In a marriage. This isn't just like, ah, yeah, he was the guy that was here. You guys actively, you just spent some time together. You split a sermon. Yeah, we shared
- Speaker 2: [04:20](#) together. So, uh, you know, that whole process before, during and now after has been super healthy. Um, honestly I can say this full integrity here, Mike, and I've never had an argument and never had disagreement. I know there's things that, you know, I've done where he's like, I might not do it that way, but he's given me the grace and the, and the Alicia do that. And I know when I served him, there were times it was like, I might not do it that way, but guess what? He's in charge. And so I will serve him well. Um, and so it just has been a great relationship. I'm super thankful for it. Mike's one of the best leaders I've ever been around. Uh, he's the most secure leader I've ever been around. I think most people can't do what Mike did, uh, because they're not secure.
- Speaker 2: [05:02](#) Um, Mike never has viewed the churches. His, he's always viewed it as Jesus's. And, um, you know, he never was holding anything back and I was never grabbing him for anything. Yeah. That's, I think that's how it, why it's worked so well. But to your point, our

church was, you know, really launched under Mike as a purpose driven church. I mean, we would take regular field trips and take all of new staff to go to Saddleback on a Saturday night and you know, 90 minutes away from us and hey, let's watch services. Let's meet with their staff. We'd take our staff to purpose-driven every year. So that is very much the, the strategy and the system

Speaker 1: [05:38](#)

and foundation, right? Yeah.

Speaker 2: [05:40](#)

And Foundation of, of how we do ministry 100%.

Mingo Palacios: [05:44](#)

Yeah. And you know, you were talking about how you've been in every role, there are so many listeners that tune into our podcast who are guys in the process, right? They're not the guy there, odd guy inside the, and I think there's just a lot of wisdom. Even if you know, this conversation doesn't, uh, land all the way on succession for people to know that that's a part of your story. That's a great connection point for somebody who may be in the throws of maybe an unhealthy succession or somebody who's wondering how they make that route in play that play it. We'll get your information later. And you and Mike are continually helping other churches understand and develop their own succession plans. But today we're talking about what it looks like to be a movement church and you have been recognized. Eastlake network has been recognized as a movement. You're becoming a movement church and there's some levels that I think we can share with our listeners to have them understand or maybe pinpoint where their churches are and some things you can do or some vantage points, some mentality shifts. You can have to help you see where your next right step may be as a ministry and as a church.

James Grogan: [06:54](#)

Yup. And if I can talk on that just for a moment. Um, there's, uh, a group that has greatly influenced my leadership or I feel like our next 20 years of vision is going that I think works really well with the purpose driven model of ministry. Um, you know, which is really discipleship. Jesus model of ministry, um, is the exponential group, uh, which is all about church multiplication. Um, some of those, uh, that are a part

of that. I read some books, um, you know, exponential by David John Ferguson years and years ago. And it just kind of grabbed something in me that I just felt like, man, the, you know, the, the five circles of commitment, kind of how we move people towards discipleship. And then, you know, the, the center one is the core, which has really goes back out on mission to the community, I think is the ultimate expression of a church.

James Grogan: [07:50](#)

And something that I've picked up from exponential, which is called the five levels of church multiplication. And you could just go, uh, you know, if you Google the five level of church multiplication, click on images, you'll see a circle graph that I'm going to talk through. Um, that has been, you know, another easy picture for me and our church leadership to kind of go after just like we did, you know, 20 plus years ago when our church leadership was first introduced to the five circles of commitment and going, yeah, that makes sense. Uh, the five levels of church multiplication that exponential talks about and has been introducing churches to the last several years was another one of those. Um, it just made sense and you know, we got a letter, uh, mingle, you just alluded to it that I celebrated with our staff last week. Uh, you were there, which was in October.

James Grogan: [08:40](#)

Outreach magazine is coming out with, they've for years done the top 100 largest and fastest growing churches. Um, and this year they're doing in October, not the top 100, but a list of one reproducing churches in America. And they came up with that list by churches going through a bunch of questions that give metrics for how intentional reproduction, reproduction and multiplication is happening at every level of the church. We took that assessment several years ago and kind of self graded out at a level three church. Um, and we had dreams of becoming a level four church. And I'll walk through what those are in just a moment. But we got this letter saying, hey, we're going to be one of the churches listed in that 100 reproducing churches and we graded out at a level four church becoming a level five. And so I shared that with our staff last week.

James Grogan: [09:33](#) I shared it with our board the week before that as just a victory that something we've been shooting after and praying about and restructuring our staff and our scoreboards and all that over like we've actually been hitting. So it was a big win for us. Uh, but the, the, the, the five levels of church multiplication, um, are levels one through five. And here's really how it goes. Level one, um, our churches that are declining and sadly in America, this is, you know, traditionally over, uh, you know, five years ago when this study first came out and I got ahold of it back then. Um, that's about 80% of the churches in the United States, uh, are, are declining or plateaued. Yeah, yeah. Levels one and two, uh, level one is declining. Level two is plateaued. Thank you. Both those two things are together. Uh, and that's where most churches in our country are at a level three church is a church that is actually growing.

James Grogan: [10:29](#) They're growing in numbers, attending, they're growing in people giving their lives to Christ. They're growing in baptism, growing in, you know, Mo and adding services. Um, that's kind of additional growth. Thinking a level four church would be what is actually a reproducing church. Uh, there's intentional systems that aren't just about growth of their attendance and services and those things, but they're actually intentional about reproducing, reproducing disciples, reproducing leaders, um, apprenticeships, things that, you know, when a leader steps out, there's already another one in there, uh, intentional about reproducing churches. And then, uh, let, uh, level five church a would be a multiplying church movement church. Um, and so just think about, you know, addition a verse, multiple occasions. Yeah. Is what that's all about. And what, that's what they found is exponential believed that as of five years ago and before that less than 1% of churches were movement churches and less than 4% of churches we're reproducing churches, meaning they intentionally trained up, started another church, gave resources towards that church.

James Grogan: [11:41](#) And so we just decided, man, we want to go after being a level four level five church. Uh, which is again, I think a full expression of when you're living

out the, the five circles of commitment and walking people through those steps and an ultimate natural expression of a healthy church is they are going to start more churches. They would reproduce other churches. They're going to raise up leaders who God's going to call and speak to and say, hey, I have something new for you to start somewhere else. You know, cause it takes all kinds of churches to reach all kinds of people. My church isn't going to do it. Whoever's listening on here, we can't do it alone. And so, you know, every church in every city of America could be a capacity next week and we'd probably still reach less than 10%.

Mingo Palacios: [12:27](#)

Yeah. It's totally true. So, and you give a great, uh, you gave me a great kind of mental image. You said, you know, well, I think everybody would love the macro dream of their church being this multiplying movement of churches. We've got major responsibilities at the micro level and we can't start to have macro dreams until we start to manage macro responsibilities right in front of us. Yup. And that was a big realization. Yeah. For

James Grogan: [12:54](#)

us as a leadership team to say, man, we have this dream which our 20 year dream, you know, my, my 20 year dream as kind of the lead lead of our movement. Um, now it's not 18 years. I've got 18 years left to pull it off is, uh, we said that, that my, you know, what I feel like God has called me to do for this next 18 years is that we would start 50 new be a key part of starting 50 new Jesus centered communities, churches, um, that five zero five zero, we're starting at 50. And uh, that we would, you know, that would account for more than 50,000 new people living on Jesus' mission, uh, between those, those churches and their impact, uh, during that window of time and then after. So, um, that's, that's kind of what we're going after in terms of that.

James Grogan: [13:39](#)

But here's what we had to realize years and years ago when we first started this journey is we will never do the macro starting new churches if we can't do the micro making disciples, raising up leaders in every ministry and every circle in our church, right? Like, if we can't reproduce growth group leaders, why do we

think we're going to be able to reproduce pastors that have the ability to lead churches? If we can't reproduce children's ministry workers who recruit and raise up and train up and disciple more children's ministry workers, why do we think we're ever going to be able to send people out to plant a new church? And so, um, to get to the macro, you have to become really good and infuse that at every level of your culture on the micro, you know, so things like, you know, every leader has, you know, has an apprentice.

James Grogan: [14:33](#)

Like everybody has somebody there raise it up and they're not raising them up to just know stuff. They're raising them up to do stuff. So ultimately they can be sent out and multiply that growth group. When your church adds a new service, now you have somebody ready to be a service director at that next kid's ministry service. Um, so it's been a journey. You something that we've tried a lot of things, failed in a lot of things and develop some systems along the way to help us. I think do it better than any other time in the history of East Lake Church, uh, at the micro level. And I think subsequently right now then we're seeing fruit at the macro level.

Mingo Palacios: [15:06](#)

Yeah, it's good. Give our listeners kind of a snapshot. How old is East Lake Church and you've uniquely done something that I have not seen lots of other churches do where you haven't just committed to launching new churches. You've also been keen to discover churches that are maybe in a, like a bit of a a trough and you've said, hey, we'd love to come alongside. You'd love to merge with you. That's a, that's a delicate, uh, existence. That's the one that I'm currently pastoring. Torrey Pines Church was not a, it wasn't a takeover. Well, they're there, there's, there Jesus take it. It's a Jesus take over. But would you articulate that because I think that everybody just thinks, man, our church would then have to launch fit. If you got 50 new Jesus communities, it's like as easily going to launch 50 churches. The answer to that is yes, yes, but not the way you think. Yes, lots of different ways. So talk to me about some of those unique ways that you have been able to steward just to give maybe some insight, a new way of thinking for some of our listeners. Sure.

James Grogan: [16:02](#) Um, you know, uh, let me start with saying, you know, we, we mentioned earlier at the beginning of this podcast that we just finished three Sunday morning services. Uh, in those services we called a a w at the end of the service we had a commissioning time over a new independent church that is starting right here in San Diego called Revé Church

Speaker 1: [16:21](#) and more than seven set right in San Diego. It's seven miles away from the church. You just gave three sermons route committed.

James Grogan: [16:28](#) We are to this, um, a couple named Todd and Shannon Phelps, um, on the east coast. Felt like they were called the San Diego. We had a mutual friend. I invited them to come do a residency. We have a, a residency program. Um, uh, I think it's eastlakeresidency.com. Um, is our, Hey, here's how we want to be a part of coming alongside people that feel like they're called to plant churches and raise them up. There's different levels of residency depending on people's readiness. Uh, but Todd and Shannon, uh, we had a spot open. They said yes. Came out, did a six month residency in Chula Vista while they prayed and figured out where they were going to go in San Diego, they picked a place called Carmel Valley, seven miles away from where we sit right now. And I said, dude, finish your residency at Torrey Pines is closer because the chance of us sending people with you is greater, greater from there than it is to La Vista, you know, 40 minute drive, 28 miles.

James Grogan: [17:19](#) Yeah. Um, so they came up here. So just today, I mean, dude, on our stage, I said, hey, here's a team of people that are going that were blessing. We're giving \$50,000 to on top of that. It's not one of our network churches and they'll forever be part of our family, but it's an independent church. And so, um, and I told people today like, dude, if you're sitting here and you feel like you should go, you should go. So I think I've hopefully just shrunk, can go again. Um, and I told them that I'm like, I hope you go, cause that means there'll be more room here and we'll always people reach more people together. END PART 1

New Speaker: [17:51](#) Yeah. And I think that's just a, you know, that's something I, you know, I want to be, I alluded to this, Mike was the most confident leader I've ever been around and secure and I want to be that way, right?

James Grogan: [18:03](#) Like I don't want to be intimidated by any of the church next door. I don't want to not bless people because of that. And so how, you know, the way we do that is every way possible. So I say all that to say we are going to continue to launch churches that stay in the East Lake Church network in, you know, really the movement and the vision is it becomes multiple networks that, you know, right now we've gone from one to two different locations just across the border in Tijuana. One implies one zone, Rio, when they get to three, so their one away, they will get kicked out of all the meetings at Mingo and I sit in twice a week because they'll need to have their own and they will actually be their own network. Within our movement. The goal would be in South San Diego we get three or four churches south of two.

Speaker 2: [18:47](#) Right now in the south we get to three. That's a network. We keep launching. Some churches that stay with us, uh, out of Torrey Pines is, you know, kind of middle of San Diego. North county could be its own network in the movement. So we launched churches that, that are ours, number one, so, so which would essentially be, and you know, we can do a whole nother episode on the same mission, same visions and values. We have a, uh, internal structure, like a normal campus model, but our ministry style is much more like a local church stuff. So I don't preach on video here, Mingo it that up against that. Yeah. Bingo preaches here. Mingo is a lead pastor of Tory paunch church, not James Grogan. Um, and so our model's a little different. But all that to say, we will keep launching churches that are ours. Yes. One church, multiple congregations in many communities that say that again because that was so valuable.

Speaker 2: [19:40](#) You know, one church, which means we have one board, one kind of elder ship, a one big massive bank account, you know, I shouldn't say massive, the one fund. What I mean is that I made it sound like we have all the money in the world. What I mean is all

every, you know, at the end of the day we're all sharing, which also makes us able to do things at one congregation can't do on their own. So one church in that, you know, kind of a way a traditional multisite church functions and its organizational structure, uh, but we call it one church, uh, multiple congregations. And so even within Torrey Pines local, there are two different congregations, um, a traditional, very liturgical church congregation. And then kind of our current modern expression, uh, which has multiple services in there as well. Uh, at our church imply us. Uh, for example, they have multiple congregations as well.

Speaker 2: [20:30](#)

They have an English and a Spanish speaking totally Chula Vista. We have multiple congregations, uh, English and Spanish speaking. Uh, same in, in Venice, we have Portuguese and Brazilian service and English. So one church, multiple congregations in many communities. That's how we, we kind of walked this out. Um, so we're going to keep launching churches that stay with us that are, that we're going to do that through launching them brand new at startups. We're also going to partner with independent churches that are like-minded of mission, um, and come alongside as many of those as we possibly can. Like Rev a church that we blessed and sent out today. Uh, that's going to be launching, uh, in [inaudible]. Yup, Yup. In September. Um, and then a third way is through mergers. Churches that for whatever reason have kind of lost being white hot on mission. Sometimes it's through structure, kind of an old structure that that didn't allow flexibility change. Um, you know, different leadership changes,

Speaker 1: [21:28](#)

loss of a leader. Yeah, whatever,

Speaker 2: [21:30](#)

whatever the reason is that a church just goes, man, we don't know how to, how to relaunch on our own. And we've had several of those and, uh, some great success stories up in La and now here at Torrey Pines, uh, and you can go to, uh, uh, I believe it's church merger. Uh, if you go to Eastlake church.com, scroll the bottom, there's a link to a merger website on there where we tell the stories. Uh, and I want to keep doing that. Coming alongside churches that have a

legacy of reaching people that were obviously started 50 years ago, 80 years ago, uh, to, to reach people in those communities and to basically relaunch, uh, in those spaces and to renew the vision, renew the vision and their local churches. You know, like up in Venice, it's called Venice church cause we want to reach people in West La, in Venice, Santa Monica, those areas, you know, Torrey Pines, that's called Tory ponds church was called Torrey Pines Christian Church. Before I want to reach people in La Jolla. And Claremont and universities, cities, city, uh, and all of those spaces. And it's been awesome to see, you know, how that relaunch of a church and a church gaining health and gaining traction and gaining momentum as people start rallying around that vision to reach their community. Again. You know,

Speaker 1: [22:46](#) it's, it's definitely not easy work. And being in the saddle for one year as the lead pastor at Torrey Pines with the covering or like the net that is the eastlake church network, you know, you've got a, not for the faint of heart, no, it's not

Speaker 2: [23:01](#) heart, but leading something to revive it is a whole different thing too,

Speaker 1: [23:05](#) right? You've got to roll up your sleeves and be ready to do, you know, some serious leadership legwork. But here's what I'll tell our listeners. If you're somebody who is in a church that maybe has lost its momentum, maybe one of the greatest and most humbling things you can do is look to your left and look to your right and see if there's another church that's got this mentality of not being a bigger church, but being a multiplying church and say, Hey, is there something that we could do together? Um, maybe we can learn something from you. Maybe you can learn something from us and we can actually combine our forces to see the spirit of God move back into the neighborhood through our local church. Uh, it takes a lot of humility as a leader to put that flag into the air, but that might be the next iteration of the best season of your church.

Speaker 1: [23:53](#) I'll say it at face value there. There are very few pastors I think that have the kind of perspective that I

see displayed through guys like Rick, through guys like James and Mike Meeks who have said, we're not going to be threatened by the growth and health of other churches. We actually want to partner alongside of those churches. And if you've never had that mentality or never have believed that you could be a church that could launch other churches and launch other leaders, not so your church gets bigger, but that's so the Kingdom of God continues to expand and reach your city. You might, your next best move might be a phone call or actually to come together where these leaders of likeminded ministry rhythms come together. James, what is one of those times you, you run a San Diego Network, uh, you're a part of that. You're a part of exponentials network. Give us some inroads where somebody could find themselves alongside of some other pastors with that same mentality. Sure. I'll give you a few. Um, the website I mentioned earlier that I mentioned wrong was a, it's actually a merger.church.

Speaker 2: [24:53](#)

If you want to see some of the stories, um, that we've had with mergers, uh, you want to find out more, go to merger.church. Uh, another one of those would be, uh, exponential. Um, if you look up, um, uh, exponential, let me see. I know I have their stuff open right here.org now. Uh, Yup. Is uh, exponential.org is it? Yup. That's it. And there are lists of resources. There's books on. They're becoming a level five. Multiplying church field guide is a great resource. Our leadership team went through a years ago. If you're here in southern California, we're actually hosting uh, the southern California regional conference, uh, October two, three right here in San Diego County down in Chula Vista. And I would invite you to come. I've brought our entire staff for multiple years. Um, because I just want them to catch the heart of reproduction and multiplication. And I've never, uh, I haven't found anything that does it better than sitting through the exponential two day conference.

Speaker 2: [25:56](#)

And, um, so that's a resource if you're here in San Diego, myself and a few other leaders in San Diego several years ago started something called the San Diego Church planting movement, SDC p m. Dot. Org, which is really the whole vision of that is how do

we have a culture in San Diego and how can we foster one where we bless one another, we help one another. We work together to plant New Gospel preaching churches that will reach New People. Um, and it is happening. We've planted seven churches together through the San Diego church plant movement across streams, across the denominations. Uh, the Phelps and rev a church or one of those. There's multiple churches coming in, blessing them, helping them financially, helping them with people, uh, praying over them, being a part of their team, moving forward, um, and happening, man, God's doing something in San Diego. And I'm so grateful to just be a little part of what's happening through churches. Um, you know, really doing what Jesus prayed for in John 17. Right? I mean, that's a crazy thought. That is like one of, I can Jesus' greatest prayer, which you could list that as the greatest prayer. Like what did he pray for? That his church would be one. Um, it might not be John 17. It's the end of the day. I'm tired of 17. I don't even know

Speaker 1: [27:10](#) a Google confirming. Uh, but where Jesus phrase,

Speaker 2: [27:14](#) he, one of his greatest prayers is, um, what we would be one. And I'm seeing that in San Diego. I'm feeling it, uh, churches are, you know, there's proof of it happening. Um, and it's just, I mean I feel like it's exciting times cause I feel like people are working. I feel like church leaders are working together better right now, um, than at any time in the, you know, I've been in ministry now from my part time youth pastor job, which was my first to full time for like almost 25 years now. And I, and you know, it could just be, you know how I see it, but I feel like men across denominational lines and tribes, uh, we are working better together right now than ever than I've seen

Speaker 1: [27:56](#) then you've seen it's exciting times. It's cool. I do believe, you know, Rick Toxin, purpose driven life or purpose driven church. I'm sorry. He talks about how you can't make waves, right? He says like he uses the surfer analogy. He says the waves come. That's God's job. Our job as churches in ministers and pastors and volunteer leaders is to learn to read the waves and to catch them and to ride them well. And I

do believe that there is a new tide of pastors and leaders and individuals who are hungry for collaboration and it's crossing lines that have never been crossed before in the best ways possible. So

Speaker 2: [28:37](#) I see it. I agree. You know, just to throw another stat on there, um, is exponential, uh, quoted a lifeway study that just came out this year that now the number of churches that are reproducing has gone from what they believe was about 4% five years ago, uh, to 7%. So, uh, that's an uptake of about 3% nationally. And you can see that, you know, uh, denominations, you know, friends that I have, um, that met denominations are more intentional about church planting now than ever. Uh, it's happening in networks and cities like San Diego Church plant movement. And so, you know, there's a 7% club out there with a dream to get it to 16%. Cause sociologists say if you can get 16% of a population to do something, you now have like a title wave where that can become the norm.

Speaker 1: [29:32](#) Yeah. You've got a movement on your hand.

Speaker 2: [29:34](#) Yup. You're 100% have a movement. And so, you know, the invitation for all churches, and I know, I'm sure outreach magazine going to talk about this, uh, with the a hundred reproducing churches in that whole, um, content that's coming out, but it's like, dude, let's decide in America to move that needle from seven to 16. Yeah, that's good. Um, and what would happen in the Kingdom of God in our cities, in our communities, uh, you know, in our own tribes and our own denominations, uh, if we all set that as a goal, you know, like, dude, let's, let's do that. Let's get that from 7% to 16% and see a movement, um, in our lifetime, you know, uh, in church history, that's called a revival.

Speaker 1: [30:16](#) That's so good. That's such a great vision to put out in front of every one of our listeners to not just be concerned with their own health, but to position themselves as a multiplying movement of churches. God could do a great thing. He could do greater things outside of your tribe if you invest well in the leaders that God brings in and through an, uh, in, into

your spaces. I love what Saddleback says that some leaders are called to your church, some are called through your church. Your job is to steward every opportunity. Well. Um, we have time. I have, I have a story I want to tell if we have time. Yeah, we got, we got the time. Okay. Here's the story I want to tell, cause I'm sure there's some pastors listening

Speaker 2: [30:55](#) and we all feel this. I mean, I'd love to tell you that, you know, I'm 100% secure all the time and I never have insecurities or compare my ministry to others, but that would be a lie. Um, and so I get the whole like, dude, you mean you want me to put somebody on my stage that starting a church seven miles away? But what if my best people go, what if my biggest givers,

Speaker 1: [31:19](#) I definitely had that thought. Did you ever feel absolutely did we all do? You'd be, you know, you wouldn't be normal if you did it. You wouldn't be human or you'd be a great liar if you said you didn't.

Speaker 2: [31:29](#) Well, there, there was a, there's another friend church and I don't have permission to give names, I won't. Um, but this church that we're getting people to start, a buddy of mine, uh, that we helped plant a church about 10 years ago here in San Diego is just killing it, doing a great job. And, um, you know, I talked to, I talked to this friend of mine, uh, about Todd and I was like, Hey, uh, would you consider being part of the, the team that's gonna come around? Todd form a network around him, uh, and launch him. And this friend of mine, his church is about seven miles in the other direction from Torrey Pines. And so he had called me and he was like, yeah, I totally love what they're doing. I totally believe in it. I want to get behind it. But like any of us, we just talked through that, you know, we're good enough friends that we can, you know, just talk about how we feel and honestly, and he was like, man, you know, I mean from a practical standpoint.

Speaker 2: [32:20](#) And he was like, Hey, if I have him preach on a weekend, like can he carry it? Like in other words, does he suck or not? And I'm like, no dude, he'll crush it. And he's like, well, I feel like God's telling me I

should have him preach like on my stage at my church. And then just tell everybody here's who they are. They're launching a church and if you want to meet them, we know we need people to go with them. Cause that's what people did when he started 10 years ago. And he just talked about some of the tension he felt in doing that. And uh, you know, we talked about it and I was like, dude, you know, obviously you're doing the right thing. You feel like God's telling you to do it, do it. He'll do a great job. I'm like, and I think there'll be some, some God moments in this for you and your church if you'll do that.

Speaker 2: [32:59](#)

And uh, you know, he was already decided and he was doing it anyway. But anyway, he did it. And then we talked the week after, uh, and I was like, hey man, how'd it go with Todd? And one of the coolest things he shared with me was a byproduct of that was, well, first of all, people from his church did leave his church to join the launch team of Todd. Uh, which I think is the goal, right? Uh, that we are sending churches. And uh, but he had so many people from his church come up to him and say, that was so cool that you did that. I mean, from, it ranged from people going, that's why I love this church because we're not just about us. We're about the community and we're about reaching more people. He had people that go, man, like you are such a secure leader.

Speaker 2: [33:46](#)

Like, I'm so glad that I serve under your leadership because like, you know, you're saying, he was like, yes, I'm so secure. You know, cause you know, the day, a couple of weeks before we do contemplating whether or not I should do it, I should do it. Um, but just again, like the confidence it gave his church. And so I say that only because, you know, sometimes there's that tension of like, aw man, I, you know, I don't have enough, or what if, and that's scarcity thinking, right? And it's like, dude, I don't believe God's kingdom. Like we're not called to have scarcity thinking. He owns it all. He has it all life to the, he promised to do it all right? It's his church. And he said he'll build it. And so, you know, I just want to encourage, if you're out there and you're in one of those situations and you're like, man, I don't know if we can do that.

Speaker 2:

[34:33](#)

It will speak volumes about your leadership and your security. Uh, it will also help your church be kingdom minded and to go, yeah, this isn't just about us, but it's about God's kingdom and we're for other churches, it'll actually enhance your leadership. It won't hurt. Yeah. Shit. And so I just thought that was cool story. Great Challenge. Yeah. James, thank you so much for sharing. Uh, your personal, uh, successes and some of the failures and some of the challenges even in like leading the movement. If people want to get connected to you or if they want to follow up on any of those resources, what's the best way they can do that? Yeah. Um, given that it's like church and kind of see all the stuff we do is scroll to the bottom, you can control all the, all those others things, residency program, right standing, your church, planting, church mergers. It's all listed down there personally. Um, James Thomas Grogan on Instagram. Uh, if you wanna hit me up, follow direct, message me on there, any way we can serve, any way we can help, uh, we would be happy to do that. That's awesome. Thank you guys so much for listening. If you know somebody who'd be encouraged by this conversation, or

Speaker 1:

[35:38](#)

maybe it's somebody on your staff, right? Like an associate pastor. Maybe it's a friend and you're saying, listen, what I heard I want to be about, and you need to invite somebody into that conversation to be held accountable, right? To be looking for a, an apprentice style leader or somebody who may be trying to plant a church in your own community. And this conversation may bring you together. I want you to tag somebody. I want you to share this conversation and see what God does. I'd love it if you could message back to the podcast and let us know if there was something that happened or maybe send a good old Rick, just a message on Facebook or on Instagram about what happened because this conversation compelled you to go beyond your own personal circle. We love you guys. We'll talk to you soon.

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