



Helping leaders identify their unique wirings for greater missional impact.

Our Mission and Vision

Mission: At Healthy Growing Leaders, we are dedicated to helping leaders discover and embrace their true calling by assessing how God has uniquely wired them. Our in-depth assessments, one-of-a-kind debrief process, and personalized development plans help individuals lead with authenticity, purpose, and significantly greater missional impact.

Vision: We aim to revolutionize leadership development in the Christian community by providing customized assessments and development solutions that enable leaders to excel in their authentic leadership style. We strive to see a world where every leader leads with confidence and purpose, fostering healthy, thriving organizations and communities.

The Problem We're Solving

In today's fast-paced, high-pressure world, we're witnessing an alarming trend in Christian leadership:

Leadership Mismatch:

- Many leaders find themselves in roles that don't align with their natural strengths and abilities.
- This mismatch creates a perfect storm of inefficiency, stress, and organizational drift.

Burnout and Stress:

- 50% of pastors experience burnout symptoms.
- 90% of pastors report a high workload between 55 and 75 hours per week.
- Only about one-third of pastors are considered "healthy" across multiple well-being categories, including spiritual, physical, emotional, vocational, and financial health (Barna Group).

High Turnover and Dissatisfaction:

- 80% of seminary and Bible school graduates who enter ministry leave within the first five years.

- 4 in 10 clergy members have seriously considered leaving their congregations at least once since 2020 (Hartford Institute for Religion Research).
- 40% of pastors have considered leaving their churches in the past three months (Barna Group, 2015).

Mission Drift:

- Without clear, authentic direction, teams lose focus on their core goals.
- Short-term thinking replaces long-term strategy as burned-out leaders struggle to maintain clarity of purpose.
- Without clarity of calling in leadership organizations, leaders and teams are becoming less impactful and missional.

These challenges create a cycle of ineffective leadership, personal struggle, and diminished organizational impact, threatening the future of healthy Christian leadership.

The Opportunity for Impact

The leadership development landscape presents a significant opportunity for HGL's specialized approach:

- Our primary customers are churches, Christian ministries, and mission-oriented organizations across various sectors.
- We also serve corporate sectors, non-profits, and governmental agencies seeking to improve leadership efficacy at all levels with a missional focus.
- The global leadership development market is estimated at \$366 billion annually and growing.
- There's an increased demand for personalized, data-driven leadership development solutions, especially in faith-based contexts.

Current Gaps:

- Most available leadership tools are either too generic or don't offer the customization required to fit an organization's specific needs, especially in faith-based contexts.
 - HGL fills this gap by delivering flexible, scalable, and customizable solutions that address the unique challenges of Christian leadership.
 - We are a team with over 75 years of Christian ministry and leadership allowing us to offer unique insights through the debriefing process and development planning.
-

Our Unique Solution

HGL offers a comprehensive approach to leadership development through custom assessments and coaching:

1. Assess:

- We employ a suite of psychometrically sound leadership assessments that evaluate key personality traits, leadership potential, and team compatibility.

- Our tools give a 360-degree look at how leaders are uniquely wired and how organizations operate.
- Our tools provide leaders and organizations with actionable insights to improve effectiveness.

2. Debrief:

- Through one-on-one debriefing sessions, we help leaders and organizations understand how to leverage their unique strengths.
- We interpret assessment results and create actionable plans for leadership growth.

3. Develop:

- Based on our assessments, we craft custom leadership development programs designed to grow individuals and teams.
- We provide ongoing coaching and consulting to ensure sustained growth and implementation of insights.
- We continue to develop appropriate or necessary assessment instruments to augment leadership effectiveness.

Key Offerings:

- **Leadership Assessments:** In-depth evaluation tools to measure leadership potential, strengths, and development areas.
- **Team Evaluations:** Tools that assess leadership teams for compatibility, role definition, and alignment with organizational goals.
- **Custom Development Tools:** We create bespoke assessment instruments to meet the specific needs of organizations and their leaders.

What Sets Us Apart:

1. **Customization:** Our tools are adaptable to fit the unique needs of any organization, unlike generic leadership development programs.
2. **Measurable Impact:** We provide actionable insights that lead to tangible improvements in leadership performance and team dynamics.
3. **Scalability:** Our assessments and development tools can be scaled to serve both small organizations and large enterprises.
4. **Faith-Based Perspective:** We integrate a Christian worldview into our leadership development approach, addressing the unique challenges and opportunities in ministry contexts.

Our Impact

HGL has a proven track record of transforming leadership in Christian organizations:

Clients Served:

- Over the past four decades, we've invested in missional leadership development for numerous organizations.
- Our tools have impacted thousands of leaders globally.

Proven Success:

- Clients report significant improvement in leadership effectiveness within months of engaging with HGL's programs.
- We've seen measurable increases in team cohesion, role clarity, and alignment with organizational goals.

Strategic Partnerships:

- We've partnered with industry leaders to co-develop customized solutions for leadership challenges.
 - Our assessments have been commissioned by ministries and organizations worldwide, expanding our reach and impact.
-

Our Capable Team

HGL is led by a team of experienced professionals dedicated to transforming Christian leadership:

Dr. Greg Wiens - Founder

Greg has been a creative assessment architect for over 30 years. He has worked with organizations including Fortune 100 companies, churches, public schools, and non-profits. Healthy Growing Leaders grew out of Greg's practice of helping leaders be better versions of themselves. He has authored or co-authored four books and developed twenty different individual and organizational assessment instruments used in a wide variety of fields. He has served as an Assistant Professor at the University of Central Florida, teaching courses on ethics, research, and assessment. He also served as an Associate Professor at Warner Southern University. He holds a BS in Industrial Engineering and an MBA from the University of Michigan, a Master of Divinity from Anderson University, and a Ph.D. in Psychometrics from the University of Central Florida.

Leadership Team:

- **CEO/Integrator: Kurt Rahn starting in 2025**

Kurt has been an innovator at leading Christian organizations over the last 15 years. He has served as a Senior Church Advisor for World Vision and as the Global Director of Marketing for the Alpha Course. He is currently pastoring his home church, and serving as a strategic advisor for several organizations. He is passionate about helping leaders build teams and strategic plans to help their organizations innovate and prepare for an ever-changing world. Kurt currently lives in Tacoma, WA with his wife Meg and two sons.

- **Director of Assessments: Erin Southards**

Erin is passionate about helping local church leaders live out of their God-given wiring and passions. Raised in a church planter's home, she has spent her whole life serving in the

local church. Erin and her husband Steve, who is a lead Pastor, have partnered in ministry throughout their 17 years of marriage in a variety of roles and across multiple states. She currently lives in Dayton, Ohio with Steve and their 4 children who bring blessed chaos to their home.

- **Director of Operations: Analissa Kelley**

Analissa has a Bachelor of Arts in Psychology from the University of Michigan and is currently working on her Master of Science in Data Analytics with Southern New Hampshire University. She has spent the last eight years in campus ministry focused on church planting and international student ministry development. She's also been serving a national church planting network in a support role. Analissa has a passion for data and loves to see how it can help churches and ministries grow. Analissa currently lives in Michigan with her husband Ian.

How Your Donation Will Make an Impact

Our ambitious goal is to impact 10,000 leaders in the next 5 years. Your contributions will be instrumental in achieving this vision:

1. **Team Expansion:** Help fund our efforts to hire key team members and partners to impact more leaders. We're currently in the process of hiring a new CEO to scale the organization and increase our impact. This strategic move will allow key team members to focus on assessment development and client engagement.
2. **Technology Enhancement:** Support the development of TrueWiring 2.0 and updates to other key assessments, improving UX, reporting capabilities, and organizational dashboards.
3. **Resource Development:** Enable us to create more tools and resources for leaders and organizations, expanding our suite of leadership development solutions.
4. **Global Reach:** Allow us to extend our impact to more organizations worldwide, fostering healthy Christian leadership on a global scale.

By supporting HGL, you're not just investing in an organization – you're investing in the future of healthy, growing Christian leaders who will lead with authenticity, clarity, and purpose; and who will create a more lasting impact in their communities and beyond.

Join Us in Transforming Christian Leadership

Your support enables us to equip leaders with the tools they need to fulfill their true calling. Together, we can prevent missional drift and cultivate a new generation of authentic, effective leaders who will shape the future of the Church and its impact on the world.



Website

www.healthygrowingleaders.com

Contact

Greg@HealthyGrowingLeaders.com

