

POD Plan

When you imagine your life in six to eight years, is that vision cloudy? The POD Plan (**P**erson, **O**rganizational Skills, **D**omains of Expertise) is a leadership development plan that is like a new pair of glasses for your life.

The following is an adaptation of the POD Plan that Gateway District Supervisor Sam Rockwell and his team worked to develop for his district. Your district has its own version of the POD Plan, sometimes called a leadership development plan.

To help get you started, use the following pages to start asking questions about direction for your life. If you want to connect with someone, [reach out to your district](#) today.

Now, let's get started!

FIND A POD GUIDE

The role of the POD guide is to talk with you about your POD Plan. They will help you brainstorm, formulate thoughts, suggest resources and generate ideas to consider. They are here to help you and check in with you. Sometimes we have good ideas that turn out not to be as practical or doable as we thought. Your POD guide will help you modify your POD Plan to make it realistic and accessible.

FRAMING

To start, we want to know a little more about you. What are the rhythms, or patterns, in your life that help you know more about yourself? If you have taken a personality test, list those results here. If you know things that give you life and energy, list them. If you know things that run you down or suck energy from you, list them. Finally, both your current role and your future aspirations are important. Scripture says that the person who is faithful with little will be given more. It is important to think about doing a good job in your current assignment while building toward what you want to be. If your current position is a complete misalignment with who you are, that is important to note, as well.

RHYTHMS THAT DEFINE YOU

List the results of personality tests you have taken (e.g., Myers-Briggs Type Indicator, APEST, Clifton StrengthsFinder).

What builds you up, gives you energy, gives you rest, gives you life?

What runs you down, depletes you, gives you negative feelings?

ENVISIONING YOUR LIFE

After looking at some of the answers above and thinking about who God has created you to be, answer the following questions. What is something you need to increase in your life so that you can better engage the fullness of how God created you? What is something you need to decrease in your life or gain skills around so that it stresses you less?

ENVISIONING YOUR LIFE

Now, spend some time prayerfully before the Lord and ask Him what He wants you to dream about with Him. What dreams, visions or ideas does God have for your life that will draw you closer into alignment with who He has created you to be? After you have done this, select one of the projections below to answer—the one that comes most easily to you.

Where do you want to “be” in **90 days/3 months**?

What do you want to “do” in **90 days/3 months**?

Where do you want to “be” in **one year**?

What do you want to “do” in **one year**?

Where do you want to “be” in **three years**?

What do you want to “do” in **three years**?

SETTING GOALS TO HELP YOU GET THERE

GOALS

Goals are what you would like to accomplish, results or impact wanted. Think about the goals of the organization you are in. What goals would you like to focus on and share with others? They can be opportunities to capture or problems to solve. Feel free to list more than one.

HEART (Motivation) The heart is the soil in which the seed lands. It is our spiritual and attitudinal disposition toward something. It is also the place growth and development begins. If your heart is not good soil, the rest of the work will not take root. It is valuable to consider the heart and how it can be shaped in order to make the goal a reality.

HEAD – (Information) The head is about content. What content, ideally from experts and those who have gone before, is valuable to you accomplishing your goal? Is there a book, podcast, class, coach, author or project that will help resource you with the ideas, concepts and practical thoughts concerning your goal? Be as specific as possible in this area.

HAND – (Action) The best method of truly learning something is to wrestle with it and experience it. Experiences with purpose and focus can be the best teachers. Think about what experiences will help you really learn and accomplish your goals. Be practical but creative.

Person of the Leader — Soul care, spiritual disciplines, family life, work-life balance, physical fitness, finances

For example, this goal could be to improve overall health with an appropriate dietary and exercise rhythm. It could also be to spend more time in contemplative prayer, regaining a rhythm of Sabbath that includes intentional family time or personal care time. It could also be to create and live within a budget or plan for retirement.

1. What is your goal this year in this area?

Target Completion Date

HEART: What spiritual development of attitude or disposition is needed to create fertile soil for growing in this?

HEAD: What content is needed to help you meet this goal? For example, this could be a book, class, person to coach you, topic to study or a project to complete.

HAND: What is an experience that would help you with this goal?

Organizational Leadership and Skills — Vision, strategy, leading teams, emotional intelligence, communication

For example, this could include skills or experience your organization needs you to learn, such as conflict management, APEST team development, spending time in contemplative prayer to gain a clear vision for the next year or scheduling skills for improved time management in order to reach some of your person-of-the-leader goals.

2. What is your goal this year in this area?

Target Completion Date

HEART: What spiritual development of attitude or disposition is needed to create fertile soil for growing in this?

HEAD: What content is needed to help you meet this goal? For example, this could be a book, class, person to coach you, topic to study or a project to complete.

HAND: What is an experience that would help you with this goal?

Domains of Expertise — This refers to engaging with denominational distinctives

3. Select the denominational distinctive you would like to know more about (up to two).

- ☐ Pentecostal ethos
- ☐ Women in ministry
- ☐ Indigenous empowerment
- ☐ Moderation
- ☐ Integrated mission

If you have a specific goal within one of these distinctives, please describe it below.

PLEASE CHECK ONE OF THE FOLLOWING BOXES, INDICATING A ROLE YOU ARE THINKING ABOUT FOR YOUR FUTURE.

- ☐ Missionary ☐ Senior pastor ☐ Church planter
- ☐ Other vocational ministry (e.g., youth, worship, evangelist, chaplain, assisting minister, Christian counselor)
- ☐ Secular vocation as ministry (e.g., teacher, business owner, community member, church council member)
- ☐ Other _____