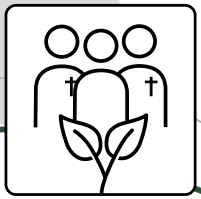
CHURCH OF THE NAZARENE
EURASIA

STRATEGIC WORKBOOK

Regional Gaps
Consolidated Master Document

Local Church Edition



Developing Leaders of Christian Character: Integrity and Anti-corruption

DEVELOPING LEADERS OF CHRISTIAN CHARACTER: INTEGRITY AND ANTI-CORRUPTION

Three Day Consolidated Master Document

FOREWORD

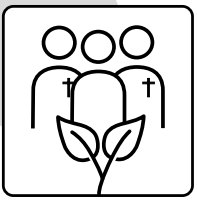
This consolidated master document represents the full work of the table groups engaging with the regional **Gap 2: Developing Leaders of Christian Character, Integrity & Anti-Corruption** during the Eurasia Regional Conference.

Across the three days, participants reflected honestly on the realities of corruption, leadership failure, weak accountability, discipleship challenges, and the urgent need for holy, trustworthy, Christlike leadership across the region. Leaders prayed together, shared experiences, identified root causes, and proposed collaborative solutions rooted in holiness, transparency, discipleship, accountability, and spiritual renewal.

This document consolidates the work of all participating groups into one unified and accessible workbook for pastors, district leaders, ministry boards, educators, and local churches.

It is our prayer that this document will strengthen the witness of the Church across Eurasia, help raise leaders of integrity, and encourage churches to become communities known for holiness, justice, compassion, transparency, and courageous discipleship.

To God be the Glory!



Developing Leaders of Christian Character: Integrity and Anti-corruption

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DAY 1

Reflect

1. INTRODUCTIONS - Who we are and why this matters

Across all tables, people chose this gap because:

- because they see moral compromise undermining the witness of the Church.
- Leadership integrity is inconsistent or weak in many places.
- Many have personally experienced manipulation, dishonesty, or broken trust.
- Younger leaders lack strong role models and need guidance.
- Participants desire holiness, accountability, authenticity, and transparency to become normal

2. CONSEQUENCES & IMPACT - What does this gap look and why it matters?

- Loss of trust between congregations and leaders.
- Churches losing credibility in their communities.
- Financial mismanagement damaging the witness of the Church.
- Youth and new believers becoming disillusioned.
- Communities seeing little difference between church corruption and secular corruption

3. ROOT CAUSES & ENABLERS - How we got here

- Cultural normalization of corruption.
- Weak accountability structures and lack of transparency.
- Poor discipleship and shallow character formation.
- Isolation of leaders and unclear governance.
- Economic pressure and fear of consequences.

4. WHAT IS WORKING/NOT WORKING?

Working:

- Strong leaders modeling holiness.
- Accountability groups emerging.
- Honest conversations increasing.
- Transparency in some churches.
- Training programs making impact.
- Young leaders hungry for integrity.

Not working:

- Leaders avoiding accountability.
- Systems that don't support transparency.
- Shallow discipleship.
- Conflicts mishandled.
- Financial secrecy.
- Poor modeling from senior leaders.
- Corruption is accepted as normal.

5. KEY CONCERNS, NEEDS, AND PAIN POINTS

- A culture of accountability.
- Leadership pipelines rooted in character.
- Mentors who model holiness.
- Safe places for confession, restoration, and healing.
- Training in ethics, stewardship, holiness, and governance.

6. OBSTACLES TO CHANGE

- Fear of losing power or reputation.
- Resistance from those benefiting from the status quo.
- Lack of role models and vulnerability.
- Economic hardship and mistrust.
- Weak commitment to accountability.

7. SIGNS OF GOD AT WORK RIGHT NOW

- Young leaders desiring holiness and integrity.
- Churches confronting corruption more openly.
- Mentors and accountability relationships emerging.
- Prayer and fasting movements are growing.
- Leaders restoring relationships and seeking transparency.

8. WHAT GOD MIGHT WANT US TO DO TOGETHER

- Build relational mentoring cultures.
- Strengthen financial and governance systems.
- Teach holiness as character formation.
- Encourage confession, repentance, and restoration.
- Create intergenerational discipleship pathways.

9. LOOKING AHEAD TO 2035 - What the future could look like

- Leaders chosen for character and integrity.
- Transparent systems and accountable leadership.
- Churches trusted by their communities.
- Mentoring pipelines established across the region.
- Holiness visibly lived out in daily ministry.

10. WHAT EXCITES YOU MOST

- Churches known for integrity and courage.
- Young leaders grounded in holiness.
- Trust restored between leaders and congregations.
- Communities transformed through Christlike witness.
- A generation of humble, transparent, Spirit-led leaders

FINAL SUMMARY

If the Church wants a credible witness in the future, it must intentionally form leaders of holiness, integrity, courage, accountability, and Christlike character now. The path forward is discipleship, transparency, mentoring, spiritual formation, healthy governance, courageous accountability, and Spirit-led renewal.

DAY 2

Collaborate

1. HOW DO WE CLOSE THE GAP?

- Integrity must be lived out daily, not merely taught.
- Discipleship is the primary environment where character is formed.
- Strong accountability systems must function at every level.
- Leadership should be team-based and intergenerational.
- Prayer, fasting, and Spirit-led discernment must guide leadership.

2. HOW CAN REGIONAL PRIORITIES ADD DEPTH?

- Strengthen leadership pipelines from local church to regional leadership.
- Build systems that support transparency and accountability.
- Prioritize ongoing discipleship and spiritual formation for leaders.
- Develop contextualized ethics and anti-corruption training.
- Normalize confession, repentance, and restoration.

3. HOW CAN WE BUILD ON WHAT'S ALREADY WORKING?

- Existing examples of financial integrity and honest leadership.
- Mentoring and discipleship relationships already producing fruit.
- Prayer movements and accountability groups increasing.
- Healthy churches modeling transparency and relational leadership.
- Growing openness about leadership failure and restoration.

4. WHO COULD WE BE COLLABORATING WITH?

- Local church boards and district leaders.
- Field and regional leadership teams.
- Educational institutions and training centers.
- Experienced pastors mentoring younger leaders.
- Christian NGOs, educators, and civic leaders.

5. WHAT IS NEEDED IN MY CONTEXT?

- Transparent and functional systems.
- Training in ethics, governance, and discipleship.
- Financial integrity and accountability.
- Courage to confront wrongdoing.
- Prayerful, relational, and community-based leadership.

6. DESIRED 2035 OUTCOMES

- Transparent, accountable, Christlike leaders.
- Spiritually healthy churches confronting corruption.
- Communities seeing the church as honest and peace-making.
- Marginalized people included and valued.
- A region-wide integrity culture supported by healthy systems.

7. COLLABORATIVE SOLUTIONS GOD IS CALLING US TO

- District-level emphasis on integrity and character.
- Open forums for leaders to seek help safely.
- Intentional mentoring and discipleship loops.
- Regional training and evaluation hubs.
- Strong accountability systems at every level.

DAY 3

Communicate +

1. REFLECT – What We Have Learned

- Transformation begins with self and flows outward.
- Healthy leadership equals discipleship plus integrity plus community.
- The Holy Spirit is calling leaders into deeper Christlikeness.
- Shared struggles across cultures reveal common needs.
- Prayer and accountability are essential for lasting change.

2. COMMIT – Where God Is Calling Us To Engage

- Teach integrity, holiness, and accountability practically.
- Mentor younger leaders intentionally.
- Confront corruption fairly and courageously.
- Strengthen relationships between pastors, boards, and communities.
- Create safe spaces for confession, help, and restoration.

3. PRAYER – Discernment, Spiritual Guidance & Healthy Collaboration

- Pray for repentance, renewal, and restoration.
- Pray for courage to confront broken systems.
- Pray for unity across districts, fields, and congregations.
- Pray for future generations and emerging leaders.
- Seek the empowering work of the Holy Spirit.

4. COMMUNICATE – One Clear, Shared Proposal

- Build a leadership culture shaped by integrity, holiness, humility, accountability, and transparency.
- Teach and model Christlike leadership at every level.
- Strengthen discipleship and mentoring systems.
- Promote honest conversations and collaborative accountability.
- Equip churches to become visible witnesses of holiness and justice.

5. NEXT STEPS – Regional and Local Actions

- Establish mentoring structures and accountability groups.
- Strengthen financial and governance transparency.
- Develop training modules in ethics, holiness, and leadership.
- Implement regular evaluation and review systems.
- Support leaders with coaching, resources, and prayer partnerships.

OVERALL THEMES ACROSS ALL TABLES

- Integrity must be lived, taught, modeled, and reinforced at all levels.
- Discipleship is the heart of leadership development.
- Accountability is necessary, not optional.
- Prayer is the engine for transformation.
- Leaders must be courageous, humble, transparent, and present with their people.
- The Church must be known for holiness, justice, love, and transparency.

NOTES

NOTES

EURASIA REGIONAL OFFICE

ero@eurasiaregion.org
www.eurasiaregion.org

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