

LEADERSHIP TRANSFORMATIONS, INC.
5TH ANNIVERSARY REPORT 2008



OVERFLOWING GRACE

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"Therefore, I urge you, brothers, in view of God's mercy, to offer your bodies as living sacrifices, holy and pleasing to God – which is your spiritual worship. Do not conform any longer to the pattern of this world, but be transformed by the renewing of your mind. Then you will be able to test and approve what God's will is – his good, pleasing and perfect will."

Romans 12: 1,2

LETTER FROM STEVE MACCHIA AND DAVID SCHULTZ

Dear Friends,

Thank you for rejoicing with us as we celebrate Leadership Transformations' First Five years of ministry to the body of Christ. We have witnessed a remarkable move of God's Spirit as leaders and teams have joined us on this enriching faith journey. All who have been involved since day one have benefited from this unique spiritual formation ministry.

We are grateful to the Lord for sending us a team of deeply committed men and women who have partnered with us in this adventure. From the beginning, we have been privileged to work alongside a gifted board and ministry team. Each person has fully engaged in the life of this ministry and together we have forged a loving alliance of leaders who share a common passion for service to others.

Over the past five years we have seen local churches and Christian organizations come alive in their spiritual vitality and their attentive discernment. It's been pure joy to see leaders refreshed and renewed by their involvement with us...in one on one spiritual direction, on soul care retreats, within spiritual leadership communities, as teams in focused consultations, and in training opportunities such as Selah. We've created lots of new assessments and resources that are being utilized in retreat settings and among leadership team conversations, all of them accessible on our ever-expanding website.

As you read through this report we hope you will sense with us the extraordinary ways this ministry is being used for the glory of God, the expansion of His Kingdom, and the edification of His Church.

With grateful hearts,



Stephen A. Macchia, D.Min.
President and Founder



David C. Schultz
Chairman of the Board

OUR TEAM

Board of Directors:

David Schultz, Chairman
Kathy Crowell, Treasurer
Brian Lacey, Clerk
Elinor Beatty
Diana Bennett
Gary DiCamillo
Steve Macchia

Ministry Team:

Steve Macchia, President
Rick Anderson, Vice President
Sage Chang, Executive Assistant
David McKiel, Accountant
Diana Bennett, Coordinator of Spiritual Leadership
Communities and Small Group Leadership Training Consultant
Susan Currie, Coordinator of Spiritual Direction Training
Roberta Messina, Team Associate
Warren Schuh, Church Health Coach
Richard Plass, Team Associate

HISTORY

Leadership Transformations, Inc. (LTi) was born out of passionate concern for the spiritual vitality of leaders and their teams in local church and Christian ministry settings nationwide. LTi was officially launched on July 1, 2003, and is recognized by the IRS as a charitable organization (described in IRS code, section 501(c)(3) as a tax exempt organization). Convinced of the need for spiritual leadership that grows outward from a soul-based approach, Steve Macchia and a handful of individuals set out to pioneer a new ministry focusing on spiritual transformation. Our unique approach centers on deepening the soul of the leader, which has a direct impact on how she/he serves the Kingdom of God. This philosophy is summarized by our tagline...“Depth of Soul ~ Vitality in Service”.

VISION

Our vision is for local churches and Christian organizations to be filled with leaders who place spiritual formation and discernment above all other leadership responsibilities.

MISSION

Our mission is to cultivate vibrant spirituality and attentive discernment among Christian leaders and teams.

CORE VALUES

- The Trinity– who invites us to receive the extravagant love of the Father, the gracious redemption of his Son, and the empowering presence of his Holy Spirit.
- The Local Church – our communities of faith wherein we become spiritually formed as the people of God and in one accord fulfill the Great Commandment (loving God), the second Great Commandment (loving one another) and the Great Commission (sharing the love of Christ in word and deed).
- Authentic Community – since we are created to live in relational communities and function as teams, and because of our commitment to enhance the health and vitality of the body of Christ, we seek to multiply the efforts of ministry teams in addition to coming alongside individual leaders.
- Vibrant Spirituality – based on the Word of God as our incarnational text, prayer as the primary way we communicate with God, and reflective disciplines that keep us in the flow of ongoing spiritual renewal. This includes soul care designed around contemplative practices, prayerful discernment processes, and a Sabbath lifestyle of pausing, resting, embracing and celebrating our life with God.
- Attentive Discernment – while spiritual formation and discernment have more to do with our “being” (character and attitudes) than our “doing” (actions and accomplishments), we balance the development of individual spiritual lives and ministry systems (discerning attentiveness to God’s ongoing invitation, direction, and blessing) with strategic thinking/planning, continually remaining in a listening, open-handed, and spiritually responsive posture.

SERVICES AND RESOURCES

IT'S ALL ABOUT LEADERSHIP...TRANSFORMED FROM THE INSIDE OUT.

Our priority is the spiritual transformation of leaders and teams. Transformation takes place over time, but the internal condition of the leader's soul must be right. The greatest transformation comes during times when we quiet ourselves long enough to listen attentively ... to God, to one another, and to what's stirring in our hearts.

At LTi, we seek to increase the "attentiveness quotient" within individuals and teams – for the deepening of their souls and greater vitality in their service to others. We cultivate vibrant spirituality and attentive discernment through the following ministry offerings:

SERVICES

- Soul Care Retreats and Soul Sabbaths
Overnight and day-long experiences of Sabbath rest and Biblical, prayerful reflection
- Spiritual Leadership Communities
Leaders sharing the journey of spiritual formation for personal and ministry development
- Spiritual Formation Groups
Small groups of leaders committed to growing together in Christlikeness
- Spiritual Direction
Soul care conversations (one-on-one sessions) and
Selah - Certificate Program in Spiritual Direction
- Spiritual Discernment for Teams
Team care retreats and specialized consultation services for church and parachurch ministries

RESOURCES

Our Ministry Team of gifted individuals called to serve local church and Christian ministry leaders and teams in specific areas of spiritual formation and discernment is our most important resource – we are here for you!

Spiritual Health Assessments

- Church Health Assessment Tool (CHAT) – www.HealthyChurch.net
- Individual Health Assessment Tool (IHAT) – coming soon!
- Team Health Assessment Tool (THAT) – coming soon!

Spiritual Formation Store

- Books, curriculum and events
- Downloadable (PDF) resources for leaders and teams
- Published articles written by LTi staff and published in various journals, magazines and online sources

FIRST FIVE YEARS OF MINISTRY



On July 1, 2003 Steve and Ruth Macchia entered this faith-stretching season of life and ministry hanging on to a vision and one another, trustingly uncertain as to where the LTi journey would eventually lead them.

“When he was at the table with them, he took bread, gave thanks, broke it and began to give it to them. Then their eyes were opened and they recognized him, and he disappeared from their sight. They asked each other, ‘Were not our hearts burning within us while he talked with us on the road and opened the Scriptures to us?’”

Road to Emmaus, Luke 24: 30-32

In August, 2003 Gordon-Conwell Theological Seminary invited Steve to take leadership of the Pierce Center, providing a base of operation for LTi, our first major ministry “client” and a community out of which healthy ministry could grow.



September 2003 was the first ministry year led by our founding board: Kevin Parke, David Schultz, Diana Bennett, Brian Lacey, Kathy Crowell, Iain Whitfield, Todd Klipp all joined the team in the first few

years...they were later joined by Ellie Beatty and Gary DiCamillo.

For the first year or so, we stretched ourselves thin by providing consultations to several local churches, leading retreats for the new LTi constituency, offering spiritual direction to leaders, and slowly building the foundation for the ministry years to follow – during this time Diana Bennett joined Steve as co-facilitator of Soul Care Retreats and since then has increased her responsibility by coordinating our Spiritual Leadership Communities and offering her expertise in small group leadership to churches and ministry networks.

In November 2003 Sage Chang was added to the team and began to offer her creative and sensitive touch to everything LTi produced and ever since has been an outstanding executive assistant willing to tackle any challenge required of her. During the early months David McKiel took over the financial responsibilities, and slowly but surely it began to feel like a team was being constructed on which to build.



As 2005 came to a close we turned a major corner in the development of our ministry by hiring our Vice President, Rick Anderson, and opening our office in Colorado Springs. Rick has been a great gift to our team and complements the abilities of our president. During his first year on the team Rick was the architect of our Church Health Assessment Tool (CHAT) and helped put in place the business structures of the organization. We are a mature five year old organization as a result of his expertise in many areas of organizational development.



In early 2006 we added strength to the team when we invited Warren Schuh to serve as our Church Health Coach, providing support for churches who utilize our Church Health Assessment Tool and want additional input into their discernment and planning processes. We also asked Rich Plass to come alongside the president in deepening our understanding of the spiritual formation process and helping individuals we serve come to a deeper self-understanding. Both of these men bring the depth of more than 60 collective years of ministry to the LTi team.

In the summer of 2006 Susan Currie joined our team both in assisting at the seminary with the Pierce Center, but also in creating what eventually became Selah, our certificate program in spiritual direction. By fall 2007 this exciting program was launched successfully with a full cohort of interns currently being trained in the ministry of spiritual direction.



As 2007 came to a close we asked Roberta Messina to join the team and bring her years of business and ministry experience to the LTi table. She has co-lead soul care retreats, taught spiritual formation with Steve, is a co-leader with our spiritual leadership community, an intern with Selah, and will be serving with us into the future.



All throughout these first five years, God has opened more doors for us than we ever thought possible. We've served in over 25 states throughout the USA and have even been called to serve the Church in other nations of the world in Canada, Europe and Australia. We've written a couple books, several published articles, and created a myriad of leadership and retreat resources that we're poised to offer others via the worldwide web. We've seen amazing transformation in the hearts and lives of hundreds of leaders and we stand back in awe each time we see the ways God is using us to strengthen the hearts of His servant leaders.

2008 has been a formative and congealing year for Leadership Transformations, capped off by the celebration of our First Five years of ministry. We give God all the praise, honor and glory for the ways that HE has led us thus far, has sustained us by his overflowing grace, and promises his love and faithfulness for all that lies ahead of us. Thanks for joining us on this exciting journey!

TRANSFORMATION TESTIMONIES



“LTi helps leaders anchor their identity in Christ and live authentically from who He created them to be. I am experiencing a transformation from the inside out—God is giving this 50 year old a chance to find

much greater joy than I could have ever imagined. People are seeing it and wondering what’s up—way too much fun! I am focused on relaxing in God’s love for me and trusting Him in every situation. Not trying to work to please Him so that He will love me—He already loves me! I’m focused much more on letting Him transform me so I can BE the guy He desires for me to be—less focused on performance and doing—more on being.”

MARK JOHNSON, EXECUTIVE VICE PRESIDENT
EVANGELICAL CHRISTIAN CREDIT UNION, CA

“CHAT is a fabulous tool! It is internet based, amazingly cost effective, and easy to use from both the church side and the respondent side. At the conclusion of the survey a very well written report was delivered to us in a matter of minutes! Before I was a pastor, I did market research – I was totally impressed with every aspect of this unique and powerful information collection tool. Our church has been blessed in many ways – including a significant growth in attendance. We learned a great deal about our church family and have made meaningful adjustments in our programming and information communication based on the survey results. We intend to do a follow up survey in the future. We highly recommend CHAT!!”

BOB GRABAU
CONGREGATIONAL LIFE PASTOR
THE CHAPEL AT CROSSPOINT, NY

“Being a pastor for a short time before coming to seminary, I remember how lonely and how isolating ministry was. Being in relationship and community with other pastors/students pursuing spiritual formation together will make a tremendous difference in one’s seminary career. I was so blessed by my small group at the Pierce Center (led by LTi staff) and being able to walk alongside them in life, ministry, prayer, scripture, and accountability transformed my seminary experience and ministry life.”

MARY MARCH
GORDON-CONWELL THEOLOGICAL SEMINARY
GRADUATE



“The LTi Soul Care Retreat was one of the most spiritually rich experiences we have had as a staff in our 7 years together. Each of us encountered the Lord in a personal way, and at the same time we experienced His work in us as a community. We will worship and work differently as a result of those two days.”

BRYAN WILKERSON, SENIOR PASTOR
GRACE CHAPEL, MA



“I’m deeply appreciative for the opportunity to attend one of your Soul Care Retreats. Not only was the time away in a quiet and reflective atmosphere deeply satisfying,

so were the materials you furnished us for reflecting on listening to God, listening prayer, and reflections on silence and solitude. I continue to take these with me on my periodic private days of prayer. Keep up the good work, it certainly is needed in these days of haste and busyness.”

DICK GERMAINE
EXECUTIVE DIRECTOR
BARNABAS MINISTRIES, MA



“The soul-focused training I received through LTi not only facilitated deep, discerning discipleship during seminary, but also carried over into spiritually sensitive ministry after seminary. The values imparted and nurtured by LTi, such as spiritual retreat and mentoring, have proven crucial during post-grad transition and the challenges of church planting. I have sought to build and implement my vision for our church based on spiritual discernment and theological training.”



JONATHAN DOBSON, LEAD PASTOR
AUSTIN CITY LIFE, TX
GORDON-CONWELL THEOLOGICAL SEMINARY
GRADUATE

“The LTi prayer retreat came at a vital time in my life and ministry. I was questioning my long-term calling as a Senior Pastor of my church and my wife had just come through 10 months of intense medical treatments for life-threatening cancer. The time at the prayer retreat and my talks with Steve were used by God to reaffirm my calling and to help me understand the strain of what I had been going



through with my wife’s cancer. Four years later, my wife and I are enjoying our life and ministry at our church in Colorado Springs.”

BRIAN KLUTH, SENIOR PASTOR
FIRST EVANGELICAL FREE CHURCH, CO
AUTHOR OF “40 DAY SPIRITUAL JOURNEY TO A MORE GENEROUS LIFE”

I would certainly recommend CHAT to other pastors as a tool to improve the way they do church. To be good stewards of what God has called us to do we need to have the right information to make the right changes as we lead. CHAT provides the right information from the right people, so we can make changes in the right perspective. One of the most important things people in churches need is to be listened to. CHAT gives an opportunity for everyone to give their feedback in a clear and concise way. This survey is a great way to show churches that leaders care, and want to listen to the needs of the people.”

MATT PRATER, SENIOR PASTOR
NEW HOPE BRISBANE, QUEENSLAND, AUSTRALIA

“Being part of a Spiritual Leadership Community has been a wonderful experience. Our directed study, retreats and discussions have been enlightening and an inspiration to share with my home church and Bible Studies. I’m grateful to LTi for offering such a rich environment for spiritual growth.”



SUSAN DICAMILLO, ELDER
REDEEMER COMMUNITY CHURCH, MA



“We invited Steve Macchia to come in to lead our ministry staff retreat. At the same time as our retreat, our staff team was in the midst of a traumatic conflict. While Steve did not know about the conflict coming into the retreat, he was able to minister to us in such a way that it gave our team a solid foundation to appropriately work through our conflict.”

TIM PONZANI
EXECUTIVE PASTOR
VALLEY COMMUNITY BAPTIST CHURCH, CT

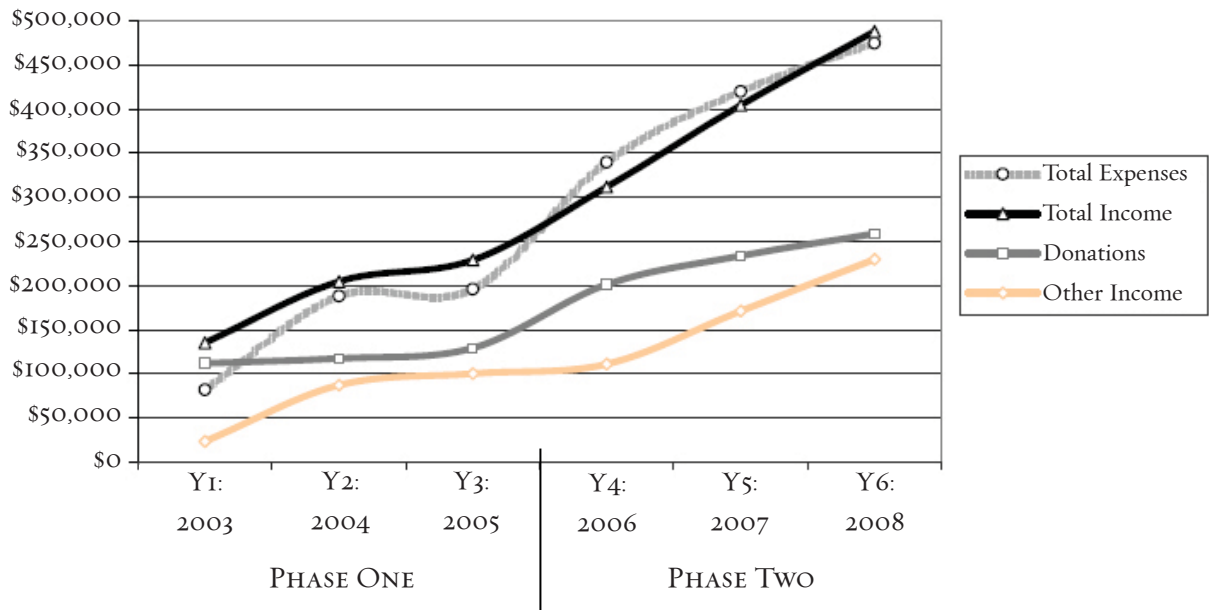
“The spiritual formation rhythm of seminary—daily QT, quarterly retreats, monthly times with a spiritual director, evening prayer with my wife—these are the gifts of the Pierce Center and the tools that keep my soul pliable.”



DAVID M. HANKE, ASSISTANT RECTOR
THE FALLS CHURCH, VA
GORDON-CONWELL THEOLOGICAL SEMINARY
GRADUATE

FINANCIAL COMPARISON

BY THE NUMBERS: LTI'S FIRST FIVE FINANCIALS



From the graph above you'll see that LTI has experienced steady growth over our first five years of ministry (currently in year six). We view our organizational development thus far in two distinct phases.

PHASE ONE*: In our early beginnings as an organization we ...

- Established our first major partnership with the Pierce Center for Disciple Building at Gordon Conwell Theological Seminary
- Cultivated a strong foundational donor base
- Embarked on creating and compiling spiritual formation resources
- Consulted with churches & organizations to augment donor support
- Built up a small reserve of funds in preparation for Phase Two

PHASE TWO: In this phase of our development, we invested in expanding our ministry impact by ...

- Increasing our national exposure by opening a second office strategically located in Colorado Springs
- Broadening our team by hiring our third full-time employee, Rick Anderson in the role of Vice President
- Expanding our ministry nationally by serving several additional churches & organizations from coast to coast
- Building a sustainable ministry infrastructure to support new programs
- Gradually adding part-time staff to launch Selah, Spiritual Leadership Communities, etc.
- Continuously growing our donor family
- Establishing a handful of foundation relationships for project grants
- Developing "scalable" ministry resources like CHAT and an online store

*Bob Andringa of The Andringa Group, AZ estimates that fewer than 50% of non-profit organizations survive beyond Phase One.

FUTURE MINISTRY INITIATIVES

Soul Care Retreats and Soul Sabbaths

- Seasonal LTI sponsored retreats and facilitating other teams on retreat
- Continue Soul Sabbaths at GCTS each Reading Week and for other organizations

Spiritual Leadership Communities

- Continue Year Two through next spring
- Begin Year One of a new community next fall

Spiritual Formation Groups

- Continue groups at Gordon-Conwell Theological Seminary each semester
- Continue Peer Groups each month

Spiritual Direction

- Soul care conversations (one-on-one sessions) ongoing
- Selah - Certificate Program in Spiritual Direction – new cohort begins next fall

Spiritual Discernment for Teams

- Ongoing facilitation processes at invitation of church and/or ministry teams

Multiply our ministry by exponentially increasing our web presence via:

- Spiritual Health Assessments
 - Church Health Assessment Tool (CHAT) – www.HealthyChurch.net
 - Individual Health Assessment Tool (IHAT) – in research and development phase
 - Team Health Assessment Tool (THAT) – in research and development phase
- Spiritual Formation Store
 - Books and curriculum written by Steve Macchia
 - Books, curriculum by both ancient and modern authors
 - Downloadable (PDF) leadership and retreat resources for leaders and teams
 - Published articles written by LTI staff and published in various journals, magazines and online sources (as opportunities arise)

Empower each member of the team to fulfill their unique role and grow their segment of the ministry both naturally and strategically

“CHAT was well received by our people and leaders, providing us with objective feedback as to our progress in church health. Our people found it easy to use. As one has suggested, a big value of the exercise was the conversations it began along the way. It is providing a basis from which to work as we look to the Lord together for the future. I appreciated the emphasis on it being a “listening exercise,” hearing God’s voice through His people, which we will consider as leaders, together with His Word and our ministry context.”

LEE NANFELT, ASSOCIATE PASTOR
ALLIANCE BIBLE CHURCH, WI

WHO WE'VE SERVED

LOCAL CHURCHES

Alliance Bible Church
Cedarburg, WI
Church Health Assessment Tool

Bayview Baptist Church
Mongmong, Guam
Church Health Assessment Tool

Bedford Community church
Bedford, NH
Leadership Team Consultation

Belmont Episcopal Church
Belmont, MA
Leadership Team Consultation

Bethany Congregational Church
Rye, NH
Leadership Team Consultation

Bethany Covenant Church
Bedford, NH
Church Health Assessment Tool
Leadership Team Consultation

Bethlehem Baptist Church
Hampden, MA
Church Health Assessment Tool
Church Health Telecom Coaching

Brewster Baptist Church
Brewster, MA
Leadership Team Consultation

Calvary Baptist Church
Lafayette, CA
Church Health Assessment Tool

Calvary Baptist Church
Springfield, VT
Leadership Team Consultation
Discernment Process

Calvary Pentecostal Church
Ontario, Canada
Church Health Assessment Tool

The Chapel at CrossPoint
Getzville, NY
Church Health Assessment Tool

Community Church
Medway, MA
Leadership Team Consultation
Discernment Process
Team Care Retreat

Community Covenant Church
Rehoboth, MA
Church Health Assessment Tool

Dogwood Church
Tyrone, GA
Church Health Assessment Tool

Evangelical Chinese Bible Church
Burnaby, BC, Canada
Church Health Assessment Tool

Fellowship of the Rockies
Colorado Springs, CO
Church Health Assessment Tool

First Baptist Church
Reading, MA
Leadership Team Consultation
Team Care Retreat

First Baptist Church
Temple City, CA
Church Health Assessment Tool

First Baptist Church
Yarmouth, ME
Leadership Team Consultation

First Church Congregational
Swampscott, MA
Leadership Team Consultation

First Congregational Church
Boylston, MA
Church Health Assessment Tool

First Evangelical Free Church of
Maine
Westbrook, ME
Church Health Assessment Tool

First Presbyterian Church
Colorado Springs, CO
Leadership Team Consultation
Soul Care Retreat

Free Christian Church
Andover, MA
Leadership Team Consultation
Discernment Process

Friendship Baptist Church
Appling, GA
Church Health Assessment Tool

Gauley Bridge Baptist Church
Gauley Bridge, WV
Church Health Assessment Tool

Grace Chapel
Lexington, MA
Leadership Team Consultation
Team Care Retreat
Church Health Assessment Tool

Grace Covenant Church
Austin, TX
Church Health Assessment Tool

Heart of the Springs Church
Colorado Springs, CO
Church Health Assessment Tool

Hope Christian Church
Winchester, MA
Leadership Team Consultation
Discernment Process

Jesus Savior Church
Chisinau, Moldova
Church Health Assessment Tool

Knox Presbyterian Church
Overland Park, KS
Church Health Assessment Tool

Liberty Baptist Church
Spring Lake, NC
Church Health Assessment Tool

Lovers Leap Baptist Church
Ansted, WV
Church Health Assessment Tool

Meadowbrook Church
Ocala, FL
Church Health Assessment Tool

Meridian Southern Baptist
Church
El Cajon, CA
Church Health Assessment Tool

Montecito Covenant Church
Santa Barbara, CA
Church Health Assessment Tool

New Hope Brisbane
Brisbane, Australia
Church Health Assessment Tool

New Hope Winward
Kailua, HI
Church Health Assessment Tool

New Life Christian Church
Glendale, CA
Church Health Assessment Tool
Discernment Process
Leadership Team Consultation

New Life Christian Church
La Crescenta, CA
Church Health Assessment Tool

Newton Presbyterian Church
Newton, MA
Leadership Team Consultation
Discernment Process

North Park Community Church
Eugene, OR
Church Health Assessment Tool

Orillia Presbyterian Church
Toronto, Canada
Church Health Assessment Tool
Leadership Team Consultation

Osterville Baptist Church
Osterville, MA
Church Health Assessment Tool
Church Health Telecom Coaching

The Plant
Brunswick, OH
Church Health Assessment Tool

Redeemer Community Church
Wellesley, MA
Leadership Team Consultation
Discernment Process

Riverside Christian Family
Queensland, Australia
Church Health Assessment Tool

Second Parish Church
Portland, ME
Leadership Team Consultation

Shiloh Missionary Baptist Church
Mesa, AZ
Church Health Assessment Tool

Signal Mountain Presbyterian
Church
Signal Mountain, TN
Church Health Assessment Tool

Somerville Community Baptist
Church
Somerville, MA
Church Health Assessment Tool

St. David's Episcopal Church
Springfield, MA
Leadership Team Consultation

St. Luke's United Methodist
Church
Houston, TX
Leadership Team Consultation

St. Paul's Community Church
Chicora, PA
Church Health Assessment Tool

Valley Community Baptist
Church
Avon, CT
Team Care Retreat
Church Health Assessment Tool

Vineyard Church of Colorado
Springs
Colorado Springs, CO
Church Health Assessment Tool

Whitehaven Road Baptist Church
Grand Island, NY
Church Health Assessment Tool

Woodland Park Community
Church
Woodland Park, CO
Church Health Assessment Tool

Woodman Valley Chapel
Colorado Springs, CO
Leadership Team Consultation

CHURCH HEALTH ASSESSMENT TOOL ENDORERS

Barnabas Ministries, MA

California Southern Baptist
Convention, CA

Christianity Today International,
IL

Evangelical Christian Credit
Union (ECCU), CA

The Mission America Coalition,
CA

National Hispanic Christian
Leadership Conference
(NHCLC), CA

New Way Ministries, CO

Transformation Ministries, CA

Vision New England, MA

West Virginia Baptist Convention
(WVBC), WV

XPastor, TX

ORGANIZATIONS & DENOMINATIONS

Assemblies of God Hispanic
Church Network—Southwestern
US States
Leadership Team Consultation
Healthy Church Training

Assemblies of God National Team
Springfield, MO
Leadership Team Consultation

Baltic Pastoral Institute
Riga, Latvia
Spiritual Formation Training

Billy Graham Training Center at
The Cove
Asheville, NC
Healthy Team Training

Bridge Builders International
Riga, Latvia
Leadership Team Consultation
Soul Care Retreat for pastors/
leaders

California Southern Baptist
Convention Network
Los Angeles, CA
Healthy Church Training

Christian Leadership Alliance
Colorado Springs Chapter
Board member (R. Anderson)

Crosspointes Episcopal Diocese
of Texas
Houston, TX
Healthy Church Training

Evangelical Christian Credit
Union
Brea, CA and Colorado Springs,
CO
Healthy Church Training
Healthy Team Training
All-Staff Soul Care Retreat

Gordon-Conwell Theological
Seminary
South Hamilton, MA
Boston, MA
Charlotte, NC
Leadership of Pierce Center for
Disciple-Building
Teaching in Doctor of Ministry
Department
Spiritual Formation Forum

Leadership Center
Ashland Theological Seminary
Ashland, OH
Leadership Team Consultation
Healthy Team Training

Leadership Development Council
Colorado Springs, CO
Soul Care Retreat for ministry
leaders

Mission America
Honorary Advisory Committee
(S. Macchia)

National Association of
Evangelicals
Board member (S. Macchia)

The Net
Hopkinton, MA
Soul Care Retreat

Pilgrim Pines Conference Center
Swanzy, NH
Team Care Retreat

Pittsburgh Baptist Association
Pittsburgh, PA
Church Health Assessments and
Leadership Team Coaching for 25
Congregations

Regional Christian Leadership
Institute

Colorado Springs, CO
Soul Care Retreat

Spiritual Formation Alliance
Denver, CO
Spiritual Formation Forum
Leadership Team Consultation

Transformation Ministries
Covina, CA
Healthy Church Training

West Virginia Baptist Convention
Charleston, WV
Team Care Retreat and Pastors
Soul Care Retreat

EVENTS

Becoming a Healthy Team Train-
ing Events

Becoming a Healthy Church
Training Events

Becoming a Healthy Disciple
Training Events

One-on-one Spiritual Direction
Sessions

Preaching/Teaching Ministry

Selah Training in Spiritual
Direction

Small Group Training Events
Soul Care Retreats (New England
and Colorado)

Soul Care Retreats for Leaders

Spiritual Leadership Communities

PUBLICATIONS

BuildingChurchLeaders.com
Editorial Advisory Panel Member
(S. Macchia)
Contributing Writer
(R. Anderson)

Church Executive Magazine
Contributing writer (S. Macchia)

Conversations Journal
Contributing writer (S. Macchia)

Rev! Magazine
Contributing writers
(R. Anderson, S. Macchia)

SmallGroups.com
Contributing writer (D. Bennett)

*“Find rest, O my soul, in God alone; my hope comes
from him. He alone is my rock and my salvation;
he is my fortress, I will not be shaken. My salvation
and my honor depend on God;
he is my mighty rock, my refuge.
Trust in him at all times, O people; pour out your
hearts to him, for God is our refuge.
One thing God has spoken, two things I have heard:
that you, O God, are strong, and that you,
O Lord are loving.”*

Psalm 62: 5-8, 11, 12



“Dear Steve and Team: It seems that wherever I go these days I hear about the ministry of Leadership Transformations. You are touching the lives of so many leaders and doing a ministry that has long been needed in Christian circles. It’s hard to believe that it has already been five years since you started this new endeavor, but it is very obvious that God has anointed all that you do. My thanks to all of you for serving and sacrificing for the spiritual health of the Body. I hope our paths will cross soon. Blessings!”

BILL HYBELS, Senior Pastor, Willow Creek Community Church



“Five years is quite long enough to establish that a ministry has ‘legs,’ meaning that God is honoring it, the people doing it are doing it right, and that lots of churches and leaders are being powerfully touched. We send our congratulations for something being done so well.”

GORDON MACDONALD, Interim President, Denver Seminary
GAIL MACDONALD, Author and Speaker

“Everyone knows that church leaders are called to care for the flock over which God has made them overseers. Not everybody wonders who cares for the carers—and not infrequently they are less than cared for and they and their families and the ministry suffer. Steve Macchia understands this and he and his colleagues at Leadership Transformations have been serving in an exemplary way the needs of many of God’s chosen servants to the untold blessing of the church. Congratulations on 5 years.”

STUART BRISCOE, Author and Speaker



“Leadership Transformations provides the Body of Christ with valuable resources, services and tools for the successful building of a 21st century ministry that contextualizes the narrative of a Kingdom Culture commitment all under the canopy of Christ.

The National Hispanic Christian Leadership Conference, the Hispanic NAE, is proud to partner with LTi for the purpose of equipping a multi-ethnic, trans-generational, biblically committed team of Christ Centered leaders.”

REV. SAMUEL RODRIGUEZ, President National Hispanic Christian Leadership Conference



“Happy birthday, LTi! I celebrate your birth and growing presence in New England and beyond. Steve’s dream now shines as a reality of care and support for students, pastors and ministry leaders. ‘This is the Lord’s doing and it is wondrous in our sight.’ May God continue to use LTi as a vehicle for transformation and renewal in the years ahead.”

ADELE CALHOUN, Co-pastor Redeemer Community Church
Author of *Spiritual Disciplines Handbook*

“Congratulations to Steve Macchia for the life changing ministry provided by Leadership Transformations that was born just five years ago. The Body of Christ is in great need of leaders who are channels of divine love, grace and presence. These are a few of the gifts Leadership Transformations plants, cultivates and nurtures in the lives and ministry of those who utilize this significant resource.”

RUEBEN JOB, Author



“Congratulations to Leadership Transformations on five years of service and growth. Your innovative and needed offerings have positively impacted many churches and leaders and helped to advance the Kingdom. I wish you continued success in your important ministry.”

MARK SANBORN, President, Sanborn & Assoc. Inc. & Best-selling Author



“I thank God for the good work of Steve Macchia and Leadership Transformations. May it be used for the good of many in the work of the kingdom of God.”

RICHARD J. FOSTER
Author of *Celebration of Discipline* and Founder of Renovaré

“What could be more important than ‘Depth of Soul’ and ‘Vitality of Service.’ This is the passion of LTi, offering soul-nurturing experiences and materials for leaders, ministry teams and local congregations. I applaud both the vision and the follow-through of LTi.”

GARY W. MOON, Vice-President Psychological Studies Institute and Editor, *Conversations Journal*



“Well done, Steve and the team at LTi. Thank you for meeting, with grace and truth, a desperate need: strengthening the hearts and hands of those God has called to lead. I wish I could be with you to celebrate the good things God has done, and anticipate the good things he’s going to do.”

MARK BUCHANAN, Pastor & Author



“LTi through its godly leadership in Dr. Steve Macchia has come alongside teams and leaders without gimmicks or ‘how to’s.’ Instead this ministry takes us deeper rather than spreading us shallower. How much Christian leadership today is longing for this depth. LTi will guide you there. I’ve seen this first hand.”

BARRY H. COREY, President, Biola University

LTi's First 5

“Congratulations, LTi, on 5 years of rich impact. You’ve taken on a huge challenge and are meeting it well. Stay the course. Your most powerful days lie ahead.”

LARRY CRABB, Founder, New Way Ministries



“Congratulations on this fifth anniversary to Stephen Macchia and his team for having created a highly effective international ministry that builds on the premise that the key to vibrant and growing churches is through leaders whose lives have been spiritually transformed.”

GEORGE GALLUP, JR.
Founder, George H. Gallup International Institute



“Leadership Transformations is focused on one of the most critical tasks in today’s church: enabling leaders to develop the close attentiveness to God that is necessary for genuine spiritual leadership.

Turning from the quick-fix culture, LTi has created tools which produce solid and lasting results over the long haul of a lifetime’s ministry. Steve Macchia and Rick Anderson have formed a team notable for their passion and integrity; the church in America will be better in the future simply because they are part of its present. I wish I’d had access to something like LTi during my years of pastoral ministry.”

CHRISTOPHER WEBB, President, Renovaré



“I still remember first time my husband Jeff and I nervously sat in Steve’s office, in the summer of 1991—seventeen years ago! Since that first conversation, I have experienced Steve’s ministry as one consistently marked by warm hospitality, soul-level challenge, a ready laugh, and strategic concern for Jesus’ bride. It would be impossible to even estimate how many church leaders have similarly benefitted from his visionary influence. May LTi experience that phenomenon in spades... pressed down, shaken together, and running over... right in your lap! You and your team move with care, wisdom, and effectiveness into the most important realms—the leader’s soul, and the leader’s team. May your work be blessed in every way! Thanks for giving, and for leading, so generously.”

MINDY CALIGUIRE, Author and Founder of SoulCare

“One of the greatest joys of my spiritual formation journey has been to discover that I’m not alone in my desire to be conformed to character and life of Christ, that there are others who have welcomed me into their companioning communities and that we have opportunities to serve in our Father’s Kingdom together. Steve and Rick, thanks for being there to encourage and strengthen me on my journey. I look forward to the many opportunities that God will provide for us to continue our friendship as we discover how we can help those God has called to lead His people to do so in ‘the Jesus way.’ May God continue to bless the work of your hands!”

KARL BRUCE, Director, The Spiritual Formation Alliance



“LTi’s ‘First Five’ have not only verified Steve Macchia’s faithfulness in ministry as a servant to Christ’s Body, but they have authenticated the significance of this ministry’s need, value and effectiveness in strengthening leaders and churches everywhere.”

JACK W. HAYFORD, President, International Foursquare Churches
Chancellor, The King’s College and Seminary



“I rejoice in celebrating the strategic ministry of Leadership Transformations in strengthening and renewing the church in the 21st century. Empowering churches and their leaders is a critically important task which the people of Leadership Transformations do with vision, passion, experience and skill. Congratulations on this milestone.”

THE REV. DR. ROBERTA HESTENES
Author and Speaker



“Leadership Transformations deals with the spiritual and formational issues in team building. Managing budgets, structures and schedules is easy compared to dealing with our fears, competition and spiritual formation. Steve led our administrative team through a process of change from the inside out. Many thanks and congratulations to you and your ministry at this important milestone.”

GENE HEACOCK, Sandberg Leadership Center
Ashland Theological Seminary, Ashland, OH

“All blessings as you turn from an infant organization and ministry to now being able to fully leverage your much needed message! Gwen and I celebrate your ministry and applaud your efforts with us in the care of souls of leaders! On the journey forward, we find comfort in knowing you are our companions!”

STEVE SMITH, Co-founder of The Potter’s Inn, Colorado Springs, CO



“New England was the spiritual cradle of American Christianity. It seems only right that New England should be the spiritual center for renewal of American Christianity. That’s what Leadership Transformation is all about—for New England and for America. Thanks for the first five years!”

LEITH ANDERSON
Pastor, Wooddale Church, Eden Prairie, MN
President, National Association of Evangelicals



LTi's
First 5
Celebrating Our "First Five" Years of Ministry



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