



UPTICK CATALYST



UPTICK CATALYST INTENSIVE (PILOT) PROGRAM

A Three-Month Journey for Pastors and Teams
to Build Jesus-Shaped Leaders

WHY THIS MATTERS

Leadership in ministry is sacred and weighty. You carry vision, people, and pressure, often with limited time and support.

The Uptick Catalyst Intensive is a focused three-month journey that helps pastors and teams slow down, grow together, and lead again from a place of health and presence.

This pilot is designed for churches that want to

- strengthen their leadership culture
- build teams that serve and lead in unity
- grow in intercultural and intergenerational awareness
- learn to lead in the way of Jesus, fully present, humble, and multiplying.

WHAT YOU'LL GAIN

Leadership Development

You carry a heavy load, and you need leaders who can shoulder the mission with you. Led by experienced ministry coaches and practitioners, this intensive offers hands-on, relational development for your leadership team.

Intercultural Competence

Your church reaches people from different backgrounds, generations, and perspectives. This experience helps your team see, understand, and navigate difference like Jesus did.

Pastoral Support

You don't have to lead alone. A seat is reserved for you, creating space to clarify goals, connect with other pastors, and find renewed strength in community and prayer.

WHAT'S INCLUDED

Pre-Uptick Survey

Assesses your team's current strengths and growth areas in leadership, language, and collaboration.

Intercultural Development Inventory (IDI)

The IDI is a globally recognized tool that helps leaders understand how they experience and engage cultural difference. Each participant will identify their current stage of intercultural development by completing an online assessment and reviewing a personalized report in a one-on-one meeting with a certified IDI coach. As lead pastor, you'll then meet one-on-one with a certified IDI coach to debrief your group's results and identify practical next steps for growth.

This process helps leaders and teams

- see where they are in their ability to navigate cultural and generational differences
- recognize blind spots and strengths in their ministry approach
- build healthier, more inclusive leadership teams that reflect the heart of Jesus.

APEST Assessment

Rooted in Ephesians 4:11–13, the APEST framework identifies five core ministry gifts—Apostle, Prophet, Evangelist, Shepherd, and Teacher. Each participant completes the APEST assessment to discover their dominant leadership wiring and how it contributes to a healthy, balanced team.

Through teaching and guided reflection, pastors and teams learn how to

- recognize their individual and collective ministry gifts
- appreciate and collaborate across different leadership styles
- equip others to serve in their own God-given calling.



SCHEDULE at a GLANCE: CATALYST PILOT INTENSIVE 2026

Date - Mode	Theme(s)/Conversation	Facilitator (s)
Necessary Pre-Work To be completed by the first in-person regional gathering, Saturday, February 21, 2026	<i>Preparing for the Journey</i> Complete • Pre-Uptick Survey • Intercultural Development Inventory (IDI) • APEST Assessment	Self-guided by Participants
Saturday, Feb. 21, 2026 In person 8:00 AM–4:00 PM	<i>Foundations for a Jesus-Shaped Team</i> • Hearing and Responding to God. • 5 Capitals. • Intercultural meal • Transformational Storytelling	James Wilson Jr. and Archie Bates-Mendoza
Week of February 23, 2026 Online Huddle	<i>Listening for God in Leadership</i> Reflection and accountability from Gathering 1	James Wilson Jr. and Archie Bates-Mendoza
Week of March 2, 2026 Online Huddle	<i>Healthy Relationships and 3D Living</i> Building trust with God, each other, and others	James Wilson Jr. and Archie Bates-Mendoza
Week of March 9, 2026 Online Huddle	<i>Understanding Difference through the IDI</i> Exploring the foundations of intercultural intelligence	Andrea and Nelson Chang, Anchor & Serenity
Saturday, March 14, 2026 In person 8am-1pm	<i>Equipping and Releasing Your Gifts</i> • Applying APEST (Ephesians 4:11–13) • Intercultural meal	James Wilson Jr. and Archie Bates-Mendoza
Week of March 23, 2026 Online Huddle	<i>Leading from Your Gifts</i> How wiring shapes your leadership in the team and community	James Wilson Jr. and Archie Bates-Mendoza
BREAK: Palm Sunday and Easter Sunday break: Weeks of March 29 & April 5		
Week of April 13, 2026 Online Huddle	<i>Healthy Rhythms for Whole-Life Leadership</i> Navigating ministry, relationships, and personal wellbeing	James Wilson Jr. and Archie Bates-Mendoza
Week of April 20, 2026 Online Huddle	<i>Walking the Walk Together</i> Developing others while growing yourself	James Wilson Jr. and Archie Bates-Mendoza
Week of April 27, 2026 Online Huddle	<i>Writing Your Future Story</i> Imagining where God is leading your team next	James Wilson Jr. and Archie Bates-Mendoza
Week: May 4-May 6, 2026 Monday through Wednesday In person – Philadelphia	<i>Immersion Experience & Commissioning</i> • IDI Simulations • Cultural Immersion • Debriefs • Celebration and Sending	Anchor & Serenity Danielle Bridgeforth, Nelson Bowen, Fred Michaux, and Rose Mary Stewart Kyuboem Lee James Wilson Jr. and Archie Bates-Mendoza
Closing Ceremony	<i>Celebration of Growth and Vision</i> Sharing stories of transformation and alignment with church mission.	

THE EXPERIENCE: A JOURNEY OF FORMATION AND PRACTICE

Over three months, participants engage in a series of in-person gatherings, online huddles, and an immersive cultural experience designed to help leaders listen deeply, grow together, and lead from the presence of Jesus.



In-Person Gathering

The journey begins with one full-day and one half-day gathering. These sessions combine Scripture, reflection, and practical learning through a three-dimensional lens—life with God, life with each other, and life for others. Teams collaborate on assignments, share stories, and experience an intercultural meal that helps bridge difference through our senses.

Online Huddles (7 Sessions)

Between gatherings, participants meet online for 90-minute guided conversations that deepen learning and apply it to real ministry settings. These huddles build shared language, accountability, and awareness for leading across difference.

Some sessions include pastor-only conversations led by guest facilitators, while others feature breakout groups guided by Catalyst directors for shared learning and encouragement.

Immersion Experience (3 Nights / 3 Days)

The journey culminates in an immersive gathering held in Philadelphia, PA, designed to deepen awareness, strengthen unity, and practice leading across difference. Through interactive sessions, simulations, and group debriefs, participants explore how they respond to real-life leadership challenges in diverse environments. This experience cultivates self-awareness, social awareness, and spiritual discernment, helping leaders see, listen, and lead more like Jesus.

Closing Ceremony

The journey concludes with a celebration of growth and vision.

Teams reflect on what God has done, share personal insights, and express how their gifts align with their church's mission.

Having heard their lead pastors recount their church's story—past, present, and future— participants are commissioned to return home ready to lead, love, and serve from a deeper place of unity and understanding.

INVITATION TO PARTNER

We believe this pilot is more than a program; it's a shared journey to help pastors and teams become more like Jesus in how they lead, love, and live. Our hope is to walk alongside you and your leaders as you build a healthy, unified culture that reflects the Kingdom in your local context.

If you sense this experience would serve your church, we would love to connect and begin the journey together.

Next Steps:

- Pray and discuss with your team about participating in the Catalyst Pilot.
- Connect with Archie or James to confirm interest or schedule an interview.
- Reserve your spot for the Spring 2026 Pilot by December 10, 2025 (limited spaces).

Contact:

✉ uptick@uptick.org

🌐 www.uptick.org/catalyst