



**WinShape**  
Leadership

## **FACILITATOR'S BIOS**

Executive Pastor Collective February 2026



### **TIM HESTER – SOUTHEASTERN CHRISTIAN CHURCH**

Tim currently serves on the Lead Team as an Executive Pastor and Staff Elder at Southeast Christian Church in Louisville, KY. Prior to becoming a Pastor, Tim spent over 30 years in the business world, 24 as an owner of a local staffing and professional recruiting firm. He has served on various Corporate and Non-Profit boards as well throughout his career. He and his wife Margie have been married for over 41 years and have 12 children and three Grand-sons!



### **STEVE RUBADO – LEAD LIKE JESUS**

Steven is a military veteran and seasoned leader, coach and training facilitator with a proven track record of turning vision to reality and making a positive impact on organizations around the world. More than that, Steven loves Jesus and helping others to experience his love and transforming power.

He is the grateful husband of Jan, and proud father of three daughters. Steven believes that organizations rise and fall on their leadership. He has a deep burden for developing effective leaders of integrity and purpose. He believes strongly in the Lead Like Jesus mission, having been personally impacted by it. The vision to see that everyone, everywhere be influenced by someone who leads like Jesus stirs great excitement in his soul!



### **SHANE DUFFEY – LEAD EVERY DAY**

Shane is passionate about encouraging and equipping leaders. He has 30+ years of leadership experience in both the marketplace and ministry... 20 of those years were on the Executive Leadership Team at NewSpring Church in South Carolina. He now spends his time coaching/consulting leaders. Shane has been married to Cherie for 35 years, has four grown sons and two amazing grandkids.



### **JOE PELLEGRINO – LEGACY MINDED MINISTRIES**

Joe Pellegrino is a men's pastor, author, speaker, entrepreneur and certified Maxwell Leadership trainer. He is the founder of Legacy Minded Ministries ([legacymindedministries.org](http://legacymindedministries.org)) and president of Not Just an Average Joe, LLC. ([notjustanaveragejoe.com](http://notjustanaveragejoe.com)). Joe is a Dash Enhancer who engages, equips & encourages leaders to discover their Christ-centered identity and legacy, while helping individuals and organizations grow with purpose. He and his wife Bethanne have been married 39 years and live in Vero Beach, Florida. They have three children and five grandchildren.