



Identifying Emerging Leadership

The local church is the seed bed for identifying, growing and shaping fantastic leaders. To be fertile for growth, the local church must foster a healthy, positive leadership environment to assist leaders to grow and generate life in others, to dream and create and to allow them to pursue their passion and giftedness. A healthy environment also requires that open leadership positions should be filled with people recognized by their giftedness not gender, character not convenience and calling not cultural constraints.

Creating a Healthy Environment for leadership development:

There are 4 important components that help to develop leadership

1. Spiritual Character and Formation
2. Leadership Skills
3. Evangelism
4. Kingdom Growth

Brian Schubring, Director of Leadership Vision at Bethel College and Seminary, a national program designed to identify emerging Christian leaders between the ages of 17 and 34, says *"The best environments cultivate love, creativity and hope. A love of God as our creator and a love for those we lead. Healthy environment spawn a creativity that emerges out of our individual uniqueness and purpose. Healthy leaders instill a hope for life where many see death, a hope for truth in a world of confusion, and a hope for a better tomorrow. Healthy leaders see life, truth and tomorrows—and they instinctively know how to lead people there."*

An effective leader finds ways to help others on her team be successful and encourages those around her to succeed in their relationship with God and others. This investment in the lives of those who serve with us is where effective leadership development begins. Consider developing a long-term strategy for developing leaders. Beginning with these three basic questions:

1. What new opportunities can we provide over the next several years to train and challenge those already in leadership positions?
2. How can we identify and train others that God may be calling into leadership?
3. What can I do this year to become a more effective leader?

How to identify an emerging leader:

Good leadership characteristics shape a *faithful* candidate;

- **Faithful.** Dependable, reliable. Mature leaders demonstrate a determination to be thorough and consistent in their work.
- **Available.** Willing, accessible. They are ready to do what is required or needed.
- **Initiating.** Responsible, leading. They take risks and assume responsibility for themselves and the tasks at hand.
- **Teachable.** Receptive, growing. They have a hunger to learn about life and develop their potential.
- **Honest.** Truthful, genuine. They demonstrate integrity and congruency in word and deed.
- **Flexible.** Adaptable, resourceful. They adjust to situations with ease and a right attitude.
- **Unselfish.** Generous, serving. They have a servant's heart, placing the interests of the whole above their own.
- **Loyal.** Trustworthy, committed. They demonstrate true character and submit to the group, their leaders, and their peers.

(extract from "Faithful: Four Steps to Building Leaders" The General Council of the AOG)

Providing support for emerging leadership

If you have identified a young woman who believes that God is calling her into leadership help to nurture her call by taking her through these steps.

Ask her to share her passion for leadership.

1. Ask questions like - What is the burning desire in your heart? What brings the greatest sense of fulfillment? What do you really like to do? What do you really do well? What do you dream about doing that could make a difference in the world?
2. Help her to articulate who she is as an individual with her temperament and behavioral style. How does she form relationships?
3. Articulate with her the Spiritual Gifts she has. Is she familiar with her giftedness and has it been confirmed by others in her faith community.
4. Identify her skills strengths and her experiences. How does she lead and how does she get the work done?
5. Offer to arrange for her to speak with her Pastor or her Pastoral team leader
6. Provide the opportunity for her to be involved with a women's peer support network and to meet other women in leadership
7. Assist her to find a Spiritual Director or Mentor who will assist her with character development.
8. Plan ways that she is able to participate in leadership training.
9. Guide her to study courses or skills workshops that will enhance her ministry and spiritual formation.
10. Encourage her to pursue her passion and lead.

LAY LEADERSHIP TRAINING MODELS:

NURTURE Women into Leadership:

This is a 12 month Lay Leadership Training Program written by the Victorian Baptist Women's Ministry and can be integrated into the trainees current ministry. It includes mentoring, training, assessment and character formation. This model takes on an internship style that effectively builds potential leaders by providing real-life situations in on-the-job experience. It also incorporates the G2 Mentoring Program, where a leader is appointed to the trainee and serves as a mentor and model. Learning is enhanced for the emerging leader in the planning and evaluation times with the leader/mentor discussing the process of identifying individual and group needs, their behavior and style, addressing questions and providing leadership opportunities. Resource provided through the BUV. joanne.jarlett@buv.com.au

MENTORING/COACHING:

- **G2 Mentoring Program.** (GROW 2gether) The Victorian Baptist Women's 12 month mentoring program has been designed to streamline with the NURTURE program or alternatively can be used on its own. G2 Mentoring is designed for a mentor and mentoree to meet once a month for 1 ½ hours for 12 months. Cards with prompt questions to assist the mentor in developing the mentoree are provided for each month. Easy to use and promotes spiritual and leadership formation for the mentoree. This resource pack is available from BUV. joanne.jarlett@buv.com.au
- **"Empowering Leaders through Coaching"** A Churches of Christ workshop and resource. Contact Janet Woodlock jwoodlock@churchesofchrist.org.au
- **Arrow Leadership:** Arrow exists to identify emerging leaders on a personal, pastoral or ministry level who are at a point in their life where a strategic investment in them would result in a profound leveraged response for good. www.arrowleadership.org

WORKSHOPS AND SKILLS TRAINING

These focus on the communication of information on developing specific skills, techniques, and awareness, but also provide opportunities for practical experience. Training courses are most effective when they replicate the setting in which the women will function in ministry. Training may include facilitator's courses from for example, Careforce Lifekeys, Focus on the Family. Skills training can be incorporated through weekend or conference workshops

- **BUV Women workshops** joanne.jarlett@buv.com.au
- **BUV LIFT workshops** (primary children) beth.barnett@buv.com.au
- **BECT workshops** (Early Childhood) louisa.raggatt@buv.com.au
- **REV UP** run by Whitley College are days for Pastors and lay leaders with subjects on a variety of topics. www.buv.com.au
- **Careforce LifeKeys** www.careforcelifelifekeys.org/aus/
- **Focus on the Family** www.families.org.au/

SPIRITUAL GIFT COURSES

There are several models available

- **S.T.E.P.Ps** - www.winepress.org.au
- **D.I.S.C** - sjones@leadingconnexions.com.au
- **NETWORKING** - by Willow Creek available at Christian bookshops
- **'On-line Spiritual Gift Inventory'** Peter Wagner www.buildingchurch.net

ACCREDITED TRAINING:

- **Churches of Christ Theological College** run a women's Diploma in Ministry – admin@cctc.edu.au
- **Whitley Theological College** run accredited and subject courses as well as summer and winter subjects www.buv.com.au
- **Caleb Leadership Ministries** run leadership courses www.caleb.org.au
- **Harvest Bible College** run accredited subjects www.harvestbc.com.au