

EMERGING LEADERSHIP COMMUNITY

**Classis Leader
Development Directors**



LEADERSHIP DEVELOPMENT DIRECTORS

The Far West Region is taking on a new venture to develop lay leaders within the RCA that provides us a stronger future with a more robust and diverse leadership. There are many resources, learning communities, and educational pathways, for those who are, or seek to be, in vocational and pastoral ministry. Not as many opportunities exist for those who are in the marketplace, plan to stay there, yet seek to serve locally within their church and denominational assemblies.

We are developing a learning community focused solely on emerging lay leaders. Focused training from highly gifted leaders, authors, and experts, in various fields of ecclesiastical leadership skills, will be the focus. The outcome will be the cultivation of equipped lay leaders who will then pass on their training and development to others.

A picture of what the “bullseye” would be for this learning community would be equipping in all the areas we look for in our Classis Presidents or Servant Team leaders. This is focusing on the skills it takes to serve the larger church in leadership, governance, and care.

We are taking applications over the summer, and will interview applicants this fall. The first cohort will launch after the first of the year, and be comprised of 12 individuals across the Far West Region, 2 from each Classis, that are able to commit to a 12-18 month process of focused learning. We are looking for the best and brightest young leaders, who are not vocationally employed by the the local church or Classis, but also have influential roles of leadership.

Diversity is also an area of value, as we aim at giving opportunity to millennials, women, people of color, and marketplace leaders. If possible, leaders who are multi-lingual would be very welcomed in this first learning community, so that through their reproduction of what they learn can begin to cross language barriers.

This letter is to ask you to please recommend any leaders that might be interested, and you think would fit this first learning community. Here are some more details as you seek qualified applicants. We are looking for “diamonds in the rough”.

WHAT WE ARE LOOKING FOR IN AN APPLICANT:

- ▶ Millennials and younger leaders are preferred, but not required
- ▶ Looking for people of color and women, not just men
- ▶ Not on staff at church or ministry - must be a lay leader
- ▶ Experience in the marketplace, or business backgrounds, are desired/preferred
- ▶ Fluent in English, but someone multi-lingual would be given a preference
- ▶ No particular educational needed but must be able to keep up with the readings and discussions and able to lead others through material as well
- ▶ Able to commit to 12-18 month process
- ▶ Able to travel to two (2) in-person gatherings during that time

- ▶ Able to travel to and participate in Regional/Denominational meetings
- ▶ Able to participate in local classis leadership meeting (even as an onlooker - no need to have a particular role in classis)
- ▶ Able to have a leadership role in their local church, and able to try learned skills out in local church context
- ▶ Leadership roles in local church have to be actual roles of spiritual leadership, not like hospitality role, or usher/greeter
- ▶ Leadership skills, relational bandwidth, spiritual maturity, faith-based lifestyle, and bias towards action (not just talking) are imperative
- ▶ 50/50 approach: learning and doing will be equally required
- ▶ Able to give the needed time to meetings, gatherings, study, and ministry, without being overloaded and overwhelmed
- ▶ Must be willing and able to impart the acquired learning and skills into others (must reproduce) following completion of learning community

CLASSIS APPLICATION

Each classis will be able to submit up to 4 applications. These applicants will be interviewed and assessed for their ministry fitness in this learning community.

APPLICANTS

Each applicant will be responsible to complete the pre-assessment process with the Regional Synod in a timely manner. It will not be cumbersome, but there may indeed be a few steps (application, digital interview, LPA profile, etc.).

COSTS

- ▶ The costs of this first pilot leadership cohort will be covered by the Regional Synod
- ▶ The individual will be responsible for some book purchases
- ▶ The individual will be responsible for the investment of time and action
- ▶ The home church and classis of the individual will need to commit to supporting the leader and allowing them opportunity to engage in “doing” ministry as a part of learning

