

# EMERGING LEADERSHIP COMMUNITY

Local Church Lead Pastors



## LOCAL CHUCH PASTORS

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 because the Classis has recommended a leader from your church. It is important that you as a local church pastor are committed to this as well, and can help support the leader have as they engage this.

## 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

## PASTORAL RECOMMENDATION

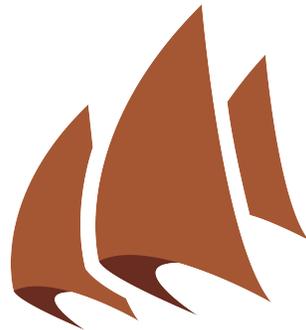
- ▶ Would you agree and affirm to the Regional Synod that the leader being recommended from your church has many of the above qualities?
- ▶ Can you commend that the leader who is applying is of mature spiritual character, strong in their faith, and “action oriented”?
- ▶ Can you affirm that the leader who is applying would be committed to the process of reading, learning, meeting together, and living out learned skills in ministry?
- ▶ Can you commit to allowing the leader who is applying a place in the church to live out their learned skills by “doing’ ministry in the local church context?

If so, would you please fill out the online recommendation on the applicant’s behalf? You can do so at the following link <http://rcawest.org/resources/leadership/emerging-leaders-reference-form/>. Please submit that form no later than August 1st, 2017. Your affirmation of these qualities are greatly appreciated.

## COMMITMENTS FOR CHURCH AND PASTOR :

There are no financial costs to you or your church, as the Regional Synod is funding the large portion of the costs, and your classis is contributing as well. The following is what we are asking for you as a church pastor to commit to:

- ▶ Individual leaders will be responsible for their personal book purchases, as well as the investment of time and action. If they cannot afford this, please help them find ways to purchase the books or resource.
- ▶ As a local church pastor we are asking for you to commit to allowing your leader the opportunity to engage in “doing” ministry as a part of learning
- ▶ We also ask that you allow them to engage in leadership gatherings, even if as a bystander. This would be things like vision casting meetings, consistory, elder, or staff meetings. The don't need to attend everything, but exposure to “how the church works” is important.



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