

**Nurturing New Leaders**

**No 4**

**Aim of the session**

*To help you to take some time to consider how you might nurture new leaders in your circuit and churches*

**A bit of background**

Developing new leaders is an important part of any leadership role within the church. The church relies on those in leadership roles to identify and encourage potential future leaders and to help their fellow members to recognise their gifts and to offer them in the appropriate ways in God's service.

We often treat exploring vocation or calling as a very individual process. However it is clear from the Bible as well as the experience of the church throughout its history that people are helped to discover their calling not only by an inner sense of call but also by the encouragement, challenge and invitation of their fellow Christians.

**What you need**

A list of the discussion questions for all participants

**How to do it**

- Simply lead a discussion on the issue of leadership in your churches and circuits
- Use the discussion questions below to follow a pathway through the issue.
- You might want to brainstorm the first question for a different approach or split into small groups to tackle some of the more tricky questions

**Questions for discussion**

- *What qualities are you looking for in a future leader? (this means leader in its broadest terms e.g. circuit super, church, group, project etc)*
- *How best can you discern them?*
- *How best can you help them to develop?*
- *In what ways can you give responsibility to people to help them develop?*
- *How important is it to give ongoing support to a developing leader – and in your experience, what are the best ways of doing it?*
- *Who are the key people in the Circuit to encourage, identify and nurture future leaders?*
- *What can be done to support and challenge them?*
- *In your experience, what are the reasons that most commonly prevent new leaders emerging?*
- *What are the next steps to take?*

Its important here that once you have made some decisions that you act on the next steps to take.

e.g. if you have identified some key people who might be able to identify and nurture new leaders think about what that means. Should they meet regularly.? Do they need a discussion forum through e mail etc

### **Ideas for what you might do next**

- *Ask someone from your local community with experience of senior leadership to come and talk to you about what makes a good leader in their opinion. Our churches have many professionals from all walks of life many of whom are willing to share their experience with others.*
- *Ask the District Development Enabler or the District Training Officer to assist you with some further development in this area*
- *Read up on current thinking*
- *Consider running some courses for people in your circuit. There are some good Christian courses around e.g. Growing Leaders <http://www.cpas.org.uk/church-resources/growing-leaders-suite/growing-leaders> or Leading your church into growth <http://www.leadingyourchurchintogrowth.org.uk/>*
- *Consider a course - especially one of those created for leaders of volunteers. You might like to look at sessions run by Nottingham CVS <http://www.nottinghamcvs.co.uk/training/ncvs/index.htm>*