



ESTABLISHING A LEADERSHIP DEVELOPMENT PROGRAMME

WHY A LEADERSHIP DEVELOPMENT PROGRAMME?

A means to mentor and intentionally develop leadership ability among your older young people (even in those who don't perceive that have ability) so that they can take on effective leadership roles in your youth ministry and beyond.

ELEMENTS OF A LEADERSHIP DEVELOPMENT PROGRAMME

1. **Ministry:** Participants must be engaged in some form of ministry responsibility or service. This need not be a huge responsibility. It might mean assisting in a programme or contributing to a team.
2. **Teaching:** Participants are expected to attend specified training events designed to develop their leadership ability and capacity. These can include CCCNZ Youth's FIRST Training programme which consists of two annual retreats along with ongoing ideas for developing leadership.
3. **Reflection:** Participants must engage in regular reflection with an approved mentor and meet regularly with the youth pastor or key leader.

STARTING A LEADERSHIP DEVELOPMENT PROGRAMME

1. **Identify participants:** Select people primarily on the basis of attitude, not aptitude. Participants will be followers of Jesus with a desire to be used by Him. Gifting, personality and level of confidence are not relevant.
2. **Prepare an information pack:** It should include a description of the programme, expectations on participants, and a process for application including an application form.
3. **Interview applicants:** Keep it informal and use it as a means to heighten expectation and commitment.
4. **Induct participants:** When you've selected those taking part in the programme, introduce them to the church and pray for them.
5. **Assign mentors:** Each participant must have a mentor whom they meet with regularly to reflect on what they are learning and to talk about their Christian faith and life. It would normally be an older person of the same gender who has wisdom and leadership experience. The mentor would commit to regularly pray for the young person.
6. **Meet regularly:** Those on the programme need to meet with the youth pastor or key leader regularly, one to one and/or as a group. These meetings can be for training and personal feedback.
7. **Celebrate accomplishments:** Spread the programme over 2-3 years and at the end of each year acknowledge those who have completed the programme.