

We have a gospel-continuity responsibility to grow Christ-like leaders in our local churches, but how can we make that part of our culture?

Let's explore some of the frameworks, tools and resources available to help us all grow a leadership development culture in our churches.

Anecdotally many churches in our movement tell me they would love to have more leaders to help share the load and fill the rosters – but don't just take it from me...

- In the USA research study conducted by the Barna Group in 2017, "the State of Pastors" identified "the greying of the clergy," that is, that "most U.S. pastors are in the later stages of life and career." Further data, in 2022, confirmed that "only 16 percent of Protestant senior pastors are 40 years old or younger, and the average age among pastors is 52." Of pastors surveyed, three-quarters agreed "it is becoming harder to find mature young Christians who want to be pastors."
- At the NZ Christian Leaders Congress in September 2023 Dr John Tucker (Principal of Carey Baptist College) spoke about renewing leadership in churches and highlighted three areas of concern for people in churches:

Perception

– the cost is too high (in terms of money and time).

Pathways into leadership

– often there are no visible opportunities to "give it a go."

Prioritisation

of identifying and training pastoral leaders is lacking.

- The Laidlaw Centre for Church Leadership published a report in March 2024 on "Reducing Barriers to Pastoral Leadership Training in New Zealand". Ten key considerations for church leaders were presented – the first of which was, 'Leadership begins with strong discipleship', and fits with my suggestion that ongoing relationship is key in this area.

RESOURCES TO CONSIDER

- People already in your church family who are already thinking about this. Give them permission and encouragement, time and resources to be even more proactive.
- Others in our movement of churches – lots of churches are talking about this issue – being in relationship means we can bounce ideas around together e.g. today we've heard from a local CCCNZ church that have also done some work in this space. We'd love to further connect you with like-minded churches so you can share resources and learn from each other.
- Your CCCNZ staff team – including your Scholarships Enabler.
- 3Trusts Scholarships – Over the past four years Lichfield Lands, Longview Trust and Hillview Trust have generously supported around 500 people in their theological education.
- Some excellent booklets www.cccnz.nz/scholarships-and-training on CCCNZ website.
- Work-in-progress "growing a leadership development culture" I would love a few interested people to provide more feedback on this before we roll it out – do let me know if that's something you'd be interested in.



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LEADERSHIP, SCHOLARSHIPS & ONGOING RELATIONSHIPS

Online resources referenced in the workshop:

- CCCNZ scholarships available for theological education to grow leaders for our churches: www.3trustsscholarships.nz
- Report published in March 2024 from Laidlaw Centre for Church Leadership: www.laidlaw.ac.nz/assets/CfCL-Research-Report-March-2024.pdf
- September 2023, New Zealand Christian Leaders Congress. The session, 'Re-gearing and renewing our churches for our current and future contexts': <https://vimeo.com/883216568>, and particularly the reflections from Dr John Tucker, Principal of Carey Baptist College.
- This Lifeway Research article includes four useful questions to ask in the areas of:
 - Knowledge component
 - Relational component
 - Experiential component
 - Spiritual Component

<https://research.lifeway.com/2016/07/27/4-essentials-for-any-leadership-development-plan/>