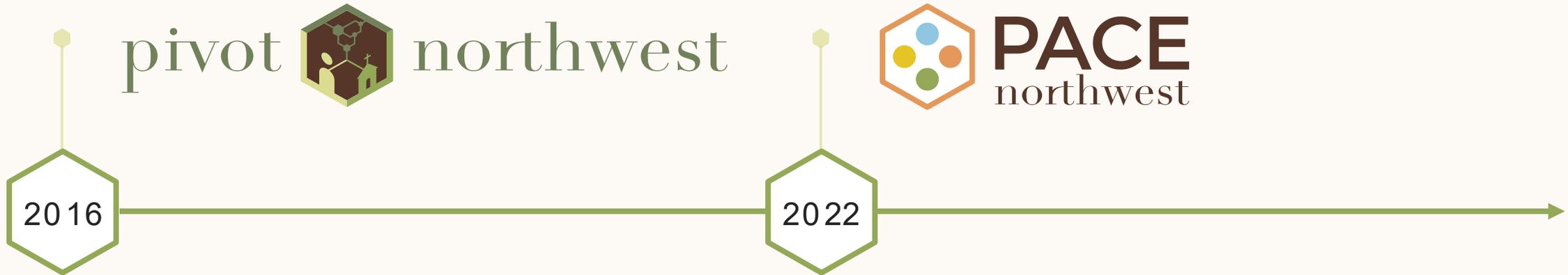


# Let's Pray



image: Freepik.com

# WELCOME TO PACE NW



- **Research & Innovation Focus**

After 5 years of research and innovation partnership with local congregations, Pivot NW will be entering a new phase of existence.

- **Innovation Practice & Experimentation**

The Lilly Endowment has charged us to spend the next 4 years spreading the news (PACE NW) of what we have learned in our work, while continuing to listen (Pivot NW) and sharpen the ideas that we hope will make the church more hospitable to 20-somethings now and into the future.



- **Today's Module: Leadership Identification**
- **Other Modules:**
  2. Intergenerational Literacy
  3. Integration Mentorship
  4. Change Management
  5. Team Building and Planning for Sustainability and Succession



# Module 1: Leadership Identification



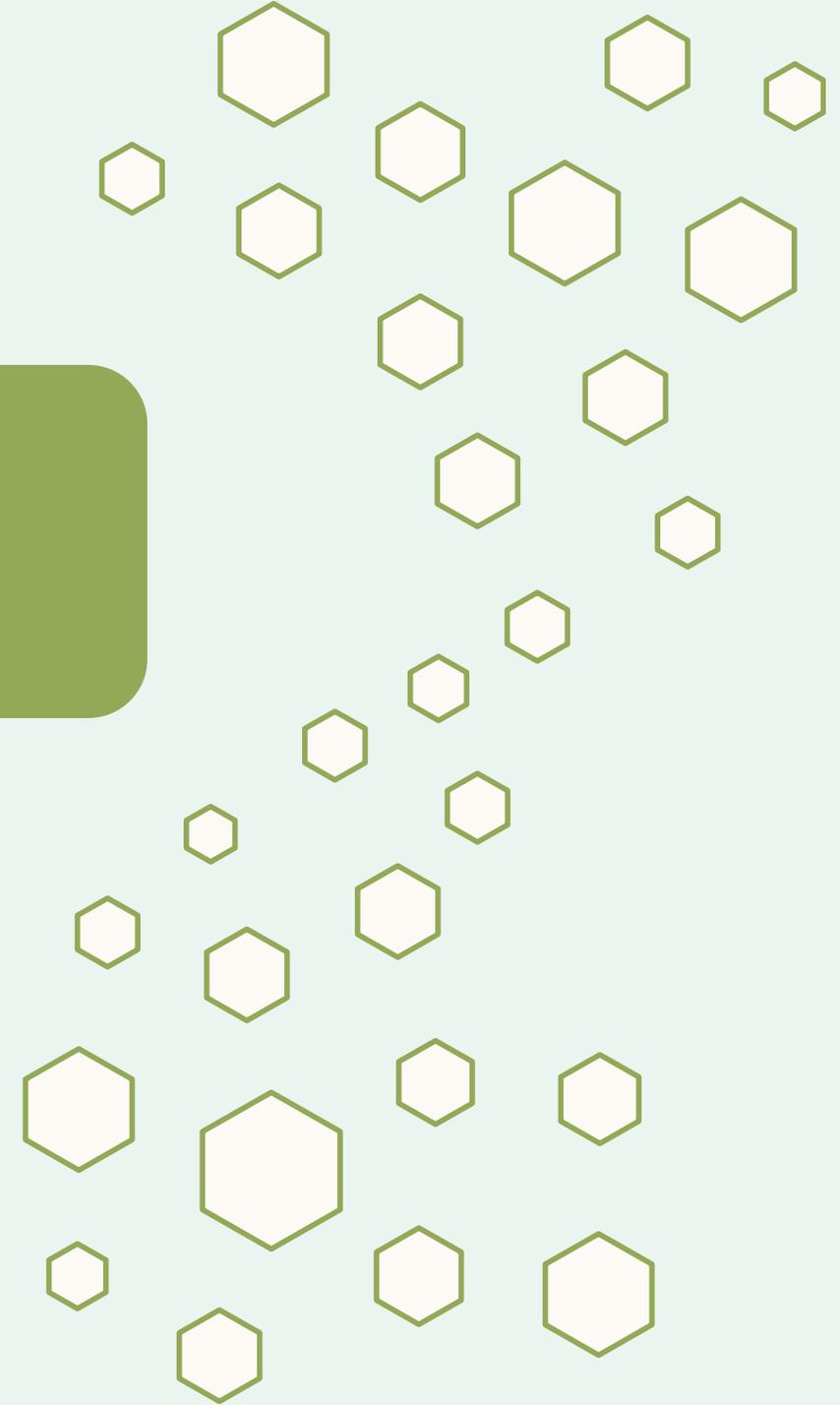


# Icebreaker Questions

- **What brings life to your church?**
- **How would you differentiate attracting vs. engaging young adults?**



# Introduction to Leadership Identification



1

## Definition and context: Leroy Barber

- A. Brought out of the context of urban missional work
- B. Takes seriously the marginalized Indigenous population of a space
- C. It is more theologically correct to assume that every population has a capacity for creating leaders (Scripture)

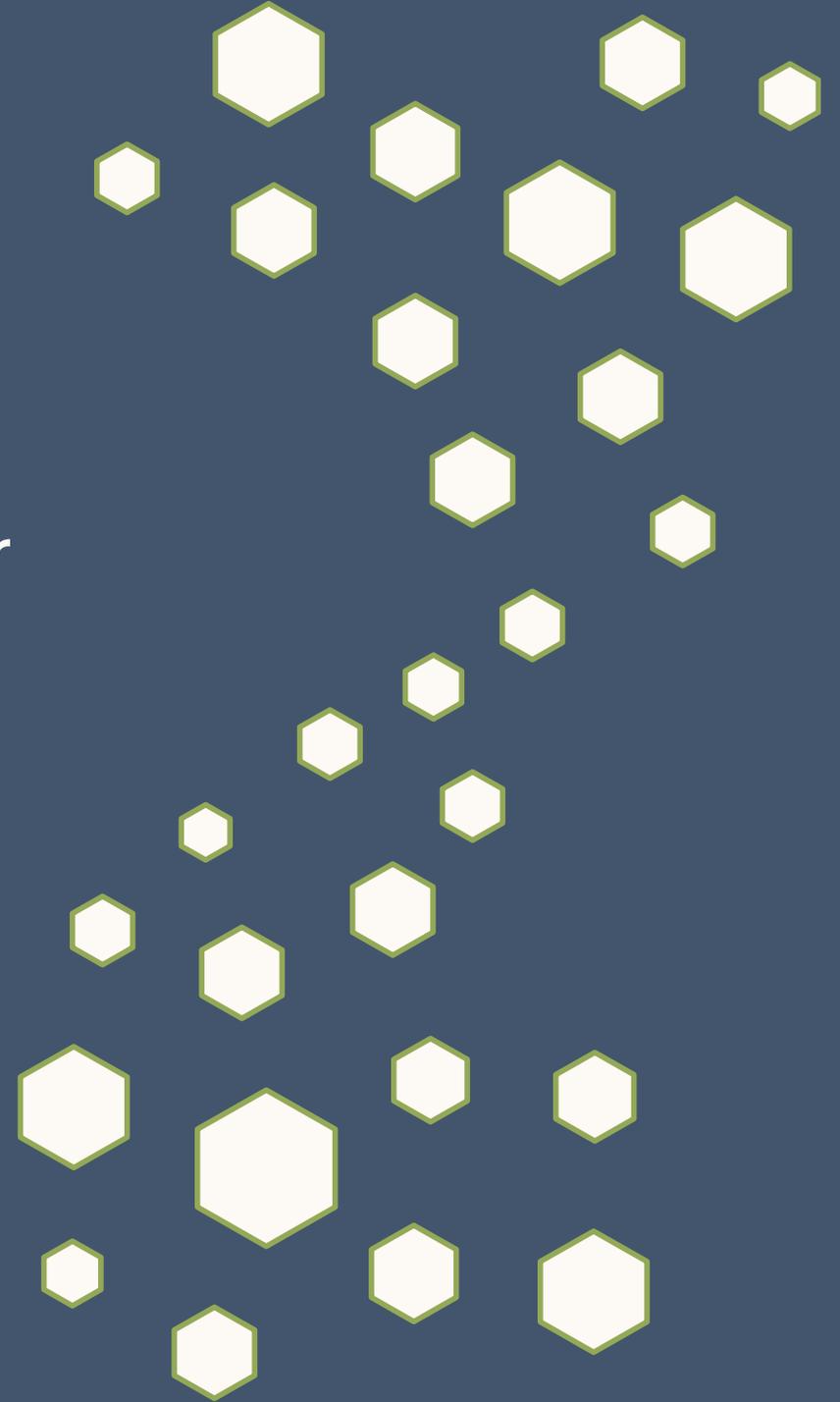
## 2

# Why is it important?

- **Young adults tend to be the least powerful group in the congregation.**
  1. Everyone younger than them has advocates for power (parents and older)
  2. Everyone younger than them can be easily dismissed from power but cannot necessarily be emancipated from the church.
  3. Everyone older than them has greater access to power, often characterized by the ability to set down roots, stable jobs, housing, etc. Safety nets are established.



Q. How would you rank the power wielded by different generations in your congregation? How would you want to immediately or slowly adjust that?



# 3

## What does Leadership Identification involve?

- **Relationship**

1. **Experiences with a person**: Identifying leadership requires knowing a person and seeing how they handle themselves. Identifying Leadership is a passive thing we are probably already doing. But that is only the instinctual part. There can be a more active analysis by someone who is truly interested in recruitment.
2. **Mutual trust**
3. **Risk**

# 3

## What does Leadership Identification involve?

- **Relationship**

1. Experiences with a person
2. Mutual trust: Not only is there trust for the older adults handing over leadership to the young adult, but also the young adult must trust the older adult not to abandon them or control them. The Golden Mean is desirable. Close enough to rescue or assist, but not to hold power over.
3. Risk

# 3

## What does Leadership Identification involve?

- **Relationship**

1. Experiences with a person
2. Mutual trust
3. Risk: The young adult may want to do things differently, they may decide to drop the passion projects they were handed, they may fail, etc. **Young adults are watching your reactions very closely as you hand them the reigns. If you are anxious they are liable to hand them right back and walk away.** This doesn't mean they aren't good leaders, in fact it demonstrates their ability to sniff out possible no-win situations and walk away which is an excellent leadership quality in most scenarios.



Q. Young adults are doing incredible things every day. Can you think of a person who is doing something incredible and how it affected you?

It could be organizing a beautiful wedding, or creating a moving piece of art, fighting an illness with courage and grace, or making an incredible contribution to the for- or non-profit world.



4

## The Reality





A. If the church has existed, there have been both bad and good leaders at the helm. Assume your church isn't immune to this.

B. Give the benefit of the doubt to young leaders that if given the leadership mantle, they will yield it for the betterment of the entire congregation.

C. Failure is an opportunity in most cases to build better relationships. Much more is learned through failure than through success.



Q. What's an example from your church of a surprising learning from what could be defined as a failed experiment.

E.g.: Lenten/ Advent experiment; Community Service Opportunity; Intergenerational Activity; Staff Reorg



5

**Compare and Contrast:**

Leadership Development &  
Leadership Identification



# A

## Leadership Development

emphasizes that “you aren’t ready.” Yet that is not the message that the world outside of the church communicates.

## Leadership Identification

emphasizes “you are ready!” just like how you were ready to become a shift manager or jr. banker or pass the bar or go on tour or publish...



# B

## Leadership Development

emphasizes assimilation.  
“You must care about the  
things I care about and do  
things the way I did them.”

## Leadership Identification

emphasizes “What concerns you  
and how can we partner on what  
the community needs most?”



# C

## Leadership Development

emphasizes homogeneity. “You must look like us to be a leader.” Any marginal group in your congregation that doesn’t have a voice communicates loudly to other marginal groups, whether they are intersectional or not.

## Leadership Identification

emphasizes “Everyone brings something special to the table and I can’t wait to see what you bring and how the Holy Spirit uses it.”



# C

## Leadership Development

emphasizes homogeneity. **“You must look like us to be a leader.”** Any marginal group in your congregation that doesn’t have a voice communicates loudly to other marginal groups, whether they are intersectional or not.



We found that young adult disempowerment often intersected with a rejection of leadership offered by women, BIPOC folks, the Queer community, disabled communities, artists, etc. Gen Y and Gen Z tend to be very interested in inclusive environments and are suspicious of places that they cannot comfortably share with their friends and coworkers.

## Leadership Identification

emphasizes **“Everyone brings something special to the table and I can’t wait to see what you bring and how the Holy Spirit uses it.”**



(It is also more likely that if a young adult feels comfortable at a place, that will translate to them inviting their community to look into that space).



# D

## Leadership Development

Can foster stagnation. If everyone comes with the same values and ideas, there will be less creativity in ministry.

## Leadership Identification

embraces diversity and will help lead a stagnant congregation in new directions. Hopefully, those will be relevant, vital ministries that vitalize and inspire the church.

emphasizes **“We need you and your friends. We can only become the church of tomorrow with your presence today.”**



Q. Many churches don't have a huge slate of people to choose from to recruit for leadership (mainly due to shrinking numbers). How does your church do in your mind? Can you give a grade A-F (be generous because any church that exists probably doesn't deserve an F)? What would it take to move the church up a grade? Is there an untapped resource?





# Conclusion

- We hope this has been helpful
- Let us know if we can come back to help with other ideas!



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