

## **Passing the Baton: Identifying the Next Generation of Leaders**

Breakout Discussion Notes

Bay Area Leadership Forum

October 5, 2002

Intentional Mentoring and Resources Needed

Identification of Leaders occurs through networks (Covenant looks for 16 qualities)

Development occurs on a congregational level, where people are intentionally brought in to work with pastors and learn skill sets. People pulled from the outside who have a relational connection with the lead pastor.

Billy Graham ministries picks 12 people that are followed for ten years.

2<sup>nd</sup> generation youth within the 1<sup>st</sup> generation church face troubles receiving and doing ministry. Gifts aren't encouraged to be exercised and have no outlet. Need a graceful way to transition leadership from 1<sup>st</sup> to 2<sup>nd</sup> generation

Questions:

Are the 2<sup>nd</sup> generation going to non-Asian churches? Are they becoming more involved at these churches?

What's the problem in producing leaders?

1. Seminaries lack a global perspective that embrace other cultures and don't contextualize the gospel
2. Seminaries also lack role models of effective leaders who can apply Scriptures to their situations.
3. Church plants based on church growth model attract consumers, not disciplers. Churches need to not only gather seekers, but make disciples committed to building the church.
4. Churches are commuter churches where people aren't as invested in the community. Churches should focus on smaller geographic areas/parishes so that they can be more strategic with their time and efforts.
5. Catch people before they buy homes and get caught up in their careers. Need to draw people near the leaders.
6. Future leaders aren't those who particularly gifted, but who recognize their brokenness, have been transformed through Christ, and authentically share this experience.
7. Large group teaching sessions aren't too effective, but small groups are opportunities to share
8. Postmodern culture and the need to be authentic challenges the status and hierarchy maintained by the 1<sup>st</sup> generation. Leaders have to share the crap.
9. 2<sup>nd</sup> generation think pastors are on a pedestal
10. Innovative Asian leaders are out there, but not working within the immigrant church context.
11. Spiritual formation, character development, and Spirit-led transformation are necessary ingredients for either the mission field or the ministry leader context.
12. Recent college grads need opportunities to participate, exercise their gifts and invest their energies along with a supportive minister.

## Needs/Resources for Leadership Development

1. Residency Programs for Church Planter/Minister Skills for recent grads
2. Church Swapping of Young Leaders
3. Discipleship and Multiethnic Leadership Conferences
4. Retreats that reinforce relationships
5. Ethnic Specific/SE Asian Conferences