

## CoLT TEAM STRATEGIC FOCUS 2008-2010:

### EQUIPPING LOCAL LEADERS FOR 21<sup>ST</sup> CENTURY DISCIPLESHIP & MISSION

BUV Leadership Training is committed to working with local churches to identify, nurture and develop local leaders. The desire to co-operatively galvanise training options for BUV churches and individuals is keenly felt. Consultative processes have led the BUV to conclude that the training agenda must include:

- Integrated leadership training that moves beyond felt needs into transformational and adaptive mission.
- Formation of character and biblical literacy as well as skills.
- Effective exchange of ideas, leadership resources and access to a knowledge of 'what's on offer' from all relevant training providers.
- Cultivation of 'incubator' church communities, with focussed recruitment, training and ongoing support of leaders for experimental environments.
- Variety of formats for training substance and delivery, particularly acknowledging the needs of distance learners and those whose first language is not English.
- Coordination of this evolving agenda, with supported links to all parts of BUV life.

The Co-ordinator of Leadership Training (CoLT) and Leadership Training Committee (LTC) or its sub-group the Coordination of Leadership Training Team (CoLT team) have been appointed to effectively co-ordinate and develop training initiatives for the BUV, working with local churches, other BUV Ministry Team members, Whitley College and other training providers. Our training plans start with recognising that:

- God has a mission and is involved in the world and invites the church to join in.
- Congregations are a key local and particular expression of the mission of God.
- Churches need to adapt and change for 21<sup>st</sup> century Australia society.
- The CoLT team exists to equip leaders for the mission God is calling churches to and equip them for the required change and innovation.

Furthermore, we recognise the need to provide a diversity of training for:

- Pastors & local leaders.
- Individuals, teams & congregations.
- Full-time & bi-vocational pastors.
- Leaders in the city & in the country.
- Ministry in the church & mission in the world.
- 'Nuts and bolts' leadership issues & helping leaders imagine a different future.

BUV Leadership Training is focused locally on the mission God is calling churches to and especially the challenges of being and **making disciples**, cultivating **healthy congregations**, and **adapting for mission** in the 21<sup>st</sup> Century. This focus is summarised in our *mission statement*: "**Equipping local leaders for 21<sup>st</sup> century discipleship & mission**".

## PRIORITIES

### Priority 1 : Coordination & promotion of leadership training

**Objective: Foster collaboration and networking for leadership training and in particular identify, highlight and contribute to training which fosters discipleship and mission in leaders and local churches.**

- A. **Collaboration.** Drive communication, collaboration and development of training for discipleship and mission between all elements of BUV leadership training, including local churches, Baptist pastors and trainers, Ordination Pathway Group, BUV leadership and field teams, PDP seminars, Whitley College, InFormation, TransFormation, GiA and Deeper. Establish and maintain with others an organisational culture of trust, credibility, transparency, caring, innovation and sensitivity.
- B. **Networking.** Convene a Leadership Training Network as a forum for the fullest cooperation possible between training bodies and resources. Maintain contact details and updates for Network members and training partners. Work to improve co-operation between and joint offerings from all training sources of relevance to BUV churches, especially those fostering discipleship and mission.
- C. **Training calendar.** In conjunction with the Leadership Training Network, develop and communicate a holistic plan/menu for Baptist leadership training, especially for discipleship and mission. Contribute strategic and forward planning to ensure the timely development and communication of offerings. Produce an annual and ongoing 'training calendar' of available assistance, events and courses.
- D. **Promotion.** Work to enhance the reputation, profile and priority of BUV leadership training offerings and services. Assist in the promotion of leadership training options for BUV churches and individuals via quality input to all relevant forms of media, including BUV's website and *The Witness*.
- E. **Teaching.** Contribute to existing BUV Leadership Training including:
  - As invited, help plan, and sometimes deliver, training at InFormation, TransFormation, Gatherings, RMFs, Rev-Ups and Whitley, especially on discipleship, healthy congregational life and adapting for mission.
  - Regularly and systematically visit and preach/teach at BUV churches.
  - Offer seminars that cultivate discipleship and mission.
  - Co-ordinate and deliver in-service training for pastoral leaders, as well as options for lay leaders, especially for discipleship and mission.

### Priority 2. Think Tank

**Objective: Explore cultural, strategic and biblical issues affecting the mission and discipleship of local churches and what is needed for adapting for the 21<sup>st</sup> century, and use findings to inform local church leaders.**

The plan:

- Identify possible topics to explore, including but not limited to:
  - Challenges of being and making disciples in the 21<sup>st</sup> century.
  - Cultivating healthy and mission-shaped congregations.
  - Innovation and creativity in local churches.
  - Consultancy that equips for congregational change and mission.

- Marketplace ministry (the whole people of God in the world).
- Changing models for spiritual formation and adult education.
- Changes needed in the church to engage contemporary society.
- Encourage others in reflection, research and writing on practical theology, mission and congregational issues.
- Make available results and reflection of implications through seminars, writing, internet-accessible resources and consultancy.

### **Priority 3. Training and support for local leaders**

**Objective: Develop and teach formation programs for leaders and pastors which enhance teamwork, health and capacity for discipleship and mission in local churches.**

The plan:

- Research appropriate format(s), training model and syllabus.
- Collaborate with local church training, Gatherings and 'Cultivate'.
- Adopt suitable and flexible formats.
- Foster mutual encouragement as well as inspiring input.
- Offer spiritual direction or mentoring alongside training programs.
- Promote to individuals and teams; experienced, new and potential leaders; and underrepresented groups in church leadership including women, culturally and linguistically diverse and younger leaders.
- Explore funding options from sources outside BUV.
- Focus on training for discipleship and mission, healthy congregations and teamwork, character and spiritual formation, as well as 'nuts-and-bolts' local church leadership issues.

### **Priority 4. Regional Leadership Development**

**Objective: Co-host regional conferences for training leaders and empowering churches for discipleship and mission in regional and rural Victoria.**

The plan:

- Liaise with regional pastors and churches to determine appropriate formats, dates and content.
- Encourage regional 'ownership' and promotion.
- Develop annual themes and grapple particularly with training for discipleship and mission appropriate for regional Victorian church life.
- Include guest inspirational speakers, local stories, and input from BUV staff, with a focus on equipping for leadership, teamwork, discipleship and mission, and a variety of streams and electives.
- Ensure childcare and catering is available.
- A main Saturday event might be surrounded by a week of BUV input into the region including weeknight training seminars, visiting pastors, pastors' and partners meal and Sunday preaching.
- Investigate funding sponsorship from sources outside BUV.
- Offer two-to-four Regional Leadership Development days per year, and build momentum with annual gatherings in the same region.

## KEY RESULTS

Priority area	Key Outcomes
1. Coordination	<ul style="list-style-type: none"> <li>• A strong, well utilised and proactively reviewed menu of training and change-management options and resources for BUV churches.</li> <li>• An integrated, co-operative and networked approach to leadership training/congregational transformation.</li> <li>• Focussed reporting/review of leadership training issues and change and innovation opportunities to BUV leadership team and Whitley faculty, and through them to Executive Council, Whitley Council, and Gatherings.</li> <li>• A motivated and growing group of trainers who are equipped to empower others as change agents.</li> </ul>
2. Think Tank	<ul style="list-style-type: none"> <li>• A flourishing body of fresh inspired ideas and practices useful for local churches' discipleship and mission.</li> <li>• A growing group of practitioner-researchers and a growing body of practical research which is relevant to, known among and applied in local churches.</li> <li>• Locally-appropriate approaches to consultancy and change that have been developed, accepted and utilised among BUV churches.</li> </ul>
3. Local Leaders	<ul style="list-style-type: none"> <li>• The preferred course for orientating and developing local church leaders teams for healthy teamwork, mission and change.</li> <li>• A growing group of local church leaders who are aware of BUV and other churches' programs and resources to help them in discipleship and mission.</li> <li>• An eager group of local leaders and teams whose imagination has been captured with the need for adaptive change and who are confident to accept and lead missional change in their communities.</li> </ul>
4. Regional Training	<ul style="list-style-type: none"> <li>• A coordinated approach to offering training in different ministry areas to churches in regional Victoria.</li> <li>• A strong and growing network of mutual encouragement and solidarity among local church leaders in regional and rural Victoria.</li> <li>• At least two and up to four regional gatherings per year hosted with and for local regions.</li> </ul>