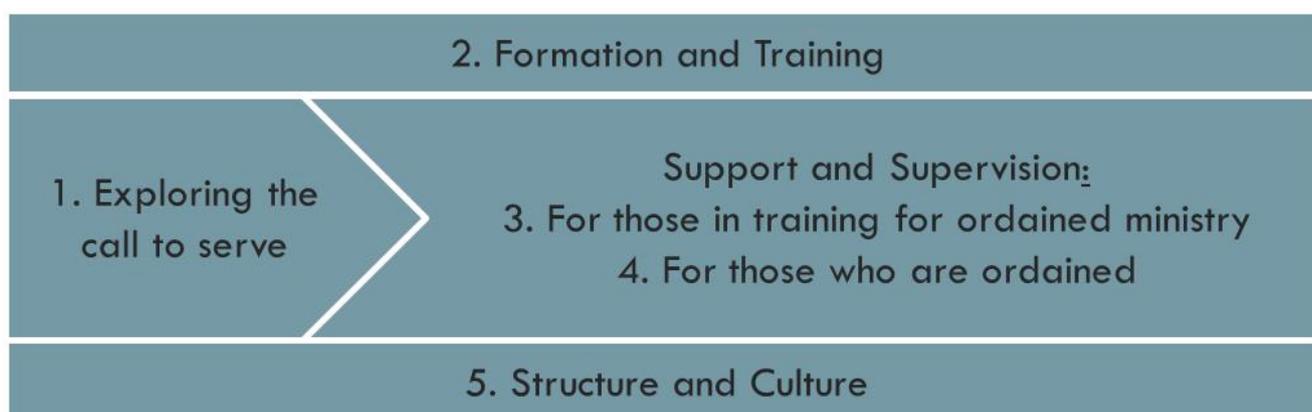


## British Isles Church of the Nazarene

### Leadership Development Policy

The purpose of this Policy is to articulate agreed principles of leadership development which is appropriate for the 21st Century within the Church of the Nazarene. The developing structures and processes should form, support and develop leaders of and for a vibrant Nazarene movement in the UK serving the Kingdom of God. This movement's dynamic leaders should be released into service and the institutions of the church must support the teaching, training and equipping of those called into ministry. Our servant leaders shape and support the movement of His Church and should be deeply committed disciples who know the identity of the Nazarene church and seek to serve it.

To create an optimal structure which develops servant leaders we need to consider the various elements which will impact and influence potential and current leadership. This policy is structured around the following model, capturing the elements of each component part.



#### 1. Exploring the call to serve

The right support, information, motivation and challenge is required during the early stages of a call to serve to ensure individuals are aware of the options available, and are able to progress on a path which develops their skills, enhances knowledge and enables the nurturing of gifts and graces.

Consideration needs to be given to the right track for the specific individual and we should ensure there is support and development for those who wish to be lay, licensed or ordained leaders. The processes and structures within this document are mostly focused on routes towards ordination, but we hope that we can offer similar support and training for those in any type of ministry role.

Critical elements during this period are as follows:

- Local pastors are often the first port of call and provider of initial information
- Local churches provide opportunities for experiential learning and help develop the right behaviours, attitudes and skills
- Early advocates, mentors and support
- *Leadership Development Initiative* (LDI) identifies and develop leaders
- *Nazarene Theological College*, as our main educational provider, is a further voice or a first contact with the Church of the Nazarene

These elements should and must work together, and separately, to ensure that there is sufficient support, funding, training and experience to progress those called to ministry.

## **2. Formation and training**

The groups mentioned in section one must ensure they are providing a holistic and comprehensive course of development to fully prepare and enrich leaders to allow them to reach their potential. The formation and training must be both informal and formal, with NTC serving as a catalytic hub alongside ongoing and dispersed centres of learning, engaging with an every person mission. This requires:

- A structure of training and formative tools which can be called upon and utilised as necessary
- Theological education and training, alongside additional creative, skilled leadership and management practices
- Exposure to diverse and dynamic models of church
- Core theology and identity as a Nazarene Wesleyan-Arminian holiness people
- Appropriate identification and training for different ministry traits including Pastoral, Apostolic, Evangelistic, Prophetic, Teaching, and those with pioneering gifts
- Training and development options for those serving in non-ordained ministry roles
- Clear and structured process of progression, through licensing and ordination
- A structure of lifelong learning for both ordained and non-ordained leaders within the Nazarene movement.

## **3. Support and supervision for those training for ordained ministry**

As individuals embark on a process of preparation for ordained ministry, it is critical that the right support network is in place to encourage and foster Christ-like characteristics.

In addition to the elements mentioned in section one, the following mechanisms should be considered and utilised:

- Intentional and structured mentoring to provide support, advocacy and accountability.
- Recognition of requirements for flexible, accessible and supportive educational processes.
- The Board of ministry must implement appropriate questioning, testing, support and accountability for those under its purview.

## **4. Support and supervision for those who are ordained**

For the health of the Church it is critical to provide a programme of development and support for those who are ordained so that they are enabled to reach their potential and have the skills to make a significant impact for the Kingdom. To have a meaningful ministry, ordained ministers must be committed to lifelong learning. Their role in identifying, mentoring and motivating developing leaders also demands this commitment to their own development and progression.

This will be supported by:

- The adoption of the *Global Ministry Centre Clergy Development Tool* for logging and tracking lifelong learning and personal development plans
- The provision of appropriate and varied models of learning through NTC and a range of partners, including Learning Centres and Summer Schools
- The provision of district resources, such as conferences, reading lists, short courses (in partnership with NTC and others)
- Appropriate discernment, accountability and supervisory structures.

## 5. Structure and Culture

The vibrancy, health, success and efficacy of our current and future leadership is predicated on a supportive, functional and collaborative church structure across the British Isles. Some elements which should be considered are listed below.

- Support required for dynamic and varied leadership models, including
  - Bi-vocational ministry
  - Second career/third age leadership
  - Unpaid leadership
  - Team ministry
  - Lay involvement
  - Tent-making ministry
  - Full time paid ministry
- Identify, recruit and utilise role models to drive change and impact culture
- Promote and strategically partner with churches in planting appropriate expressions of church
- Support women in leadership and consider other diversity demands
- Implement and communicate clear strategic direction
- It is expected that district leaders will foster a culture of risk taking, to be more missional and movement orientated.

Local churches are pivotal as they empower and release pastors to fulfil the mission which God has given them in that specific setting. This includes support for risk taking, acceptance of different models of leadership and the appropriate review of remuneration and structures of accountability.

**Members of the Commission 2015-2016:** Rev. P McAlister (District Superintendent British Isles North District), Rev. C Fender, Mr. R Wood, Rev. D Montgomery (District Superintendent British Isles South District), Rev. T Day, Mr. S Leach and Rev. Dr. D. Brower Latz (Principal, Nazarene Theological College, Manchester).